

THE LABOUR GAZETTE

AUGUST 1953
LIII No. 8

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Forced Labour
Found to Exist

Job Counselling
for Older Workers

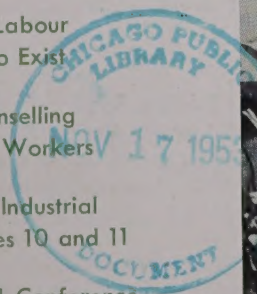
Causes of Industrial
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General Conference
of ILO Approves
Two Recommendations



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manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

EXPANSION of outdoor activities continued unabated during July. Seasonal activities such as berry picking, fruit and tobacco harvesting and haying were either begun or completed and in many parts of the country, grain harvesting was in progress. This, together with peak activities in construction and the tourist trade put considerable pressure on labour supplies.

In addition, it was estimated that a quarter of a million workers were on vacation during July. About one out of every two manufacturing plants closes down for one or two weeks during the summer months but otherwise vacationing workers are replaced largely by students and women who enter the labour force temporarily. As a result, although the number of persons working full time dropped slightly, Canada's civilian labour force reached a record size of five and a half million workers in July. More local labour markets came into balance and by August 1, labour demand and supply were in balance in 87 of the 111 main employment areas (four previously separate areas have now been combined with adjoining ones.) Labour surpluses existed in 16 and shortages in the remaining eight.

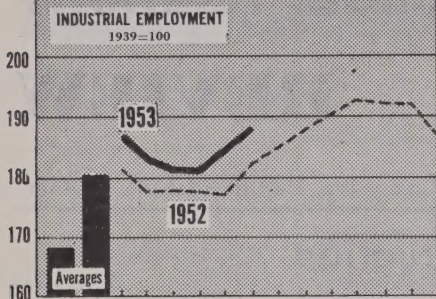
While labour requirements have continued to increase year by year since the most recent employment expansion began in the early summer 1952, over-all labour supplies have also increased steadily through the natural growth of the population and through immigration. No serious manpower problems either in terms of shortages or surpluses have developed. By August 1, about 80 per cent of Canada's paid workers were employed in areas where labour demand and supply were in approximate balance. While the statistical picture was much the same as that of a year ago, one-third of the areas in balance this year are verging on shortages, whereas last year they were closer to having slight surpluses. The areas with shortages or surpluses are too far apart, however, to balance demand and supply through the transfer of workers from one to the other.

During the first seven months of 1953, only an insignificant part of Canada's manpower potential was lost through strikes and lockouts.

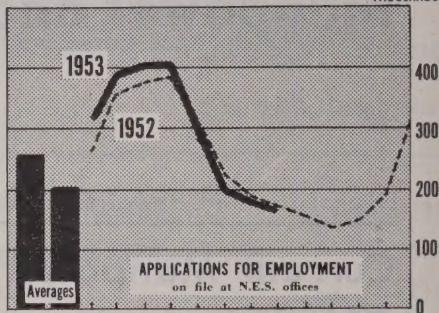
A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS

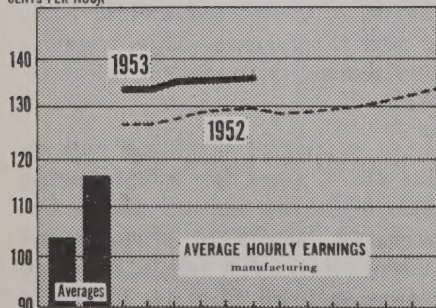
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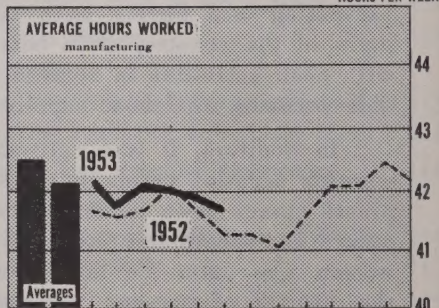
THOUSANDS



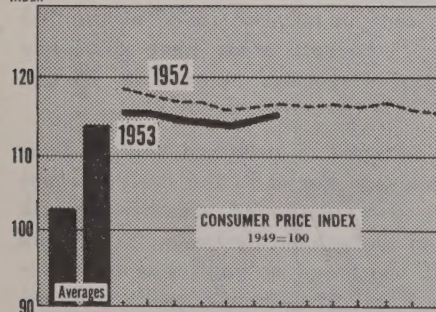
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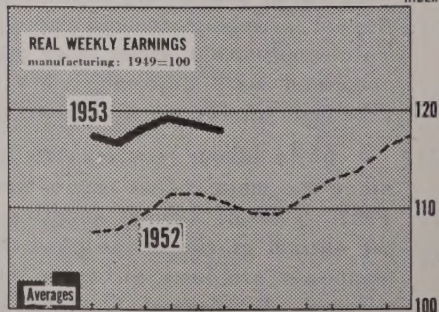
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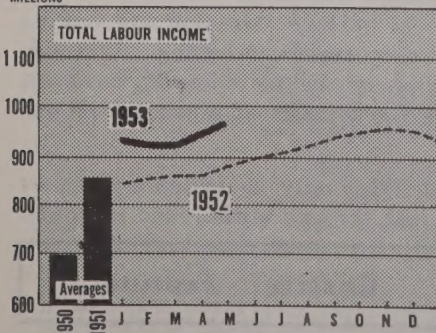
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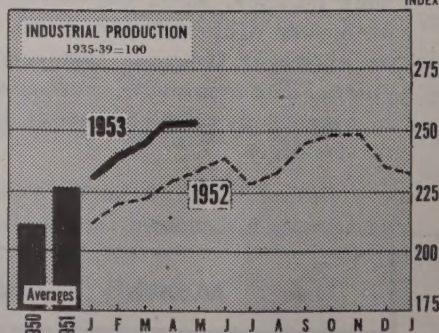
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MILLIONS



INDEX



The 99 strikes that occurred this year amounted to only 14 per cent of the man-working days lost in the 150 strikes in same period in 1952.

The rising level of employment on the one hand and increasing average weekly earnings on the other raised labour income, which in turn is permitting high and rising sales levels. By early summer, labour income was more than 10 per cent higher than a year ago. With consumer prices either firm or rising only slightly, real incomes are continuing to rise.

Consumers' increasing willingness to use credit, a trend that started a year ago, is continuing although the rate of increase appears to have slowed down. While consumers have saved relatively as much as before, they have at least doubled their instalment indebtedness during the past year. Cash loans and charge accounts increased 25 and 18 per cent respectively in the first quarter in 1953 over the same period in 1952.

Reflecting this high level of consumer income and expenditures, department stores and retail sales levels continued to exceed those of a year earlier. However, the margins over last year are declining, reflecting the marked pick-up after mid-1952 and the smaller rate of increase in credit sales.

While defence expenditures are no longer raising employment levels, they are sustaining them. Electrical, electronic, aircraft, shipbuilding and transportation industries are benefiting most. Soft goods industries, however, now have to depend largely on civilian markets.

Levels of residential and commercial construction this year far exceed those of 1952. Total starts and completions for the first six months of the year are about 30 and 40 per cent respectively above those for the same period in 1952. Engineering and industrial investment, on the other hand, is about 25 per cent below last year's level. Residential and commercial construction usually requires more labour per dollar invested and it also involves greater dispersion of employment both geographically and in terms of the large number of industries supplying materials.

Several manufacturing industries have shown considerable expansion over the year. Employment in the motor vehicle industry was 18 per cent higher in June this year than last; in the electrical goods industry, 18 per cent higher; and in shipbuilding, and the leather products industries, about 10 per cent higher. Employment in the agricultural implements industry, on the other hand, decreased by about 20 per cent. Coal-mining employment is also declining, partly as a result of the past mild winter but also because of the substitution of oil for coal.

Regionally, labour supply and demand are generally in balance. In Ontario, 95 per cent of the paid workers are in balanced areas; in Quebec, more than 80 per cent are in balanced and about 15 per cent in surplus areas; in the Atlantic region, about 75 per cent are in balanced and 20 per cent in surplus areas; in the Prairie region about 70 per cent are in balanced areas and the remainder in shortage areas. In the Pacific region, only 35 per cent of the paid workers are in balanced areas but this is largely because Vancouver—New Westminster, by far the largest area in the region, has a slight labour surplus.

Labour—Management Relations

AT the middle of August, collective bargaining was in progress in many important Canadian industries. The predominant bargaining issue was wage rates, although considerable emphasis was being placed on such matters as vacations, paid holidays and welfare benefits. Wage settlements reached during July and the early part of August, continuing the earlier trend, were mainly for increases in the range of 5 to 10 cents an hour. Strike activity during the first seven months of 1953 was considerably less than for the same period in 1952. By the end of July, 99 strikes had occurred, accounting for 183,900 man-working days lost, compared with 150 strikes and 2,217,400 man-working days during the same period last year.

Current Bargaining. Among major Canadian industries in which collective bargaining is in preliminary stages and in which developments can be expected in the near future are meat packing, primary iron and steel, men's clothing and rubber products.

Talks have begun between the three leading meat-packing firms, Canada Packers Limited, Swift Canadian Company Limited and Burns Company Limited, and the United Packinghouse Workers of America (CIO-CCL) over revisions in their contracts. Specific demands of the union have not been released but it is understood that a general wage increase and adjustments in the rates for skilled workers are to be considered. Each of the three firms usually negotiates an agreement with the union covering all its Canadian plants and these influence bargaining in the remainder of the industry.

Negotiations between the United Steelworkers of America (CIO-CCL) and the Steel Company of Canada Limited at Hamilton and the Algoma Steel Corporation at Sault Ste. Marie were at a more advanced stage. The union is seeking an 8½-cent-an-hour increase under a wage-reopening clause, the same amount as was agreed upon in the United States primary iron and steel industry.

Likewise under a contract re-opening clause, the Amalgamated Clothing Workers of America (CIO-CCL) will seek a wage increase and changes in holiday arrangements for workers in the men's garment industry in eastern Canada, chiefly in Toronto, Montreal and Hamilton.

Wage rates, holiday allowances and welfare benefits are the main items in bargaining scheduled between major Canadian rubber companies and the United Rubber Workers of America (CIO-CCL).

In other industries, including west-coast logging and lumbering, sections of the metal-mining, coal-mining, pulp and paper and electrical products industries, bargaining has been in progress for some time.

Following a membership vote, the International Woodworkers of America (CIO-CCL) accepted a conciliation board report recommending a wage increase of five cents an hour plus incorporation of a nine-cent cost-of-living bonus into basic rates for approximately 30,000 west coast loggers and lumber workers. More than 100 of the operators represented by Forest Industrial Relations Limited also indicated acceptance of the report but 33 others requested further bargaining.

A referendum among employees of the Consolidated Mining and Smelting Company Limited in British Columbia represented by the International Union of Mine, Mill and Smelter Workers (independent) favoured the acceptance of a conciliation board report recommending continuance of the previous wage scale and three weeks' vacation after 15 rather than 20 years of service. The company and the union will give further consideration to the pension plan, which has been the cause of some difficulties.

Meanwhile, in sections of the metal-mining industry in Northern Ontario and Quebec, little progress was made in negotiations between the United Steelworkers of America (CIO-CCL) and several mine managements. The largest firms involved are Noranda Mines Limited in Quebec and McIntyre Porcupine Mines Limited in the Timmins area of Ontario. The report of a conciliation board dealing with the Noranda dispute is expected shortly. In the McIntyre dispute a conciliation board reported some time ago.

In Nova Scotia coal mining, members of the United Mine Workers of America (CCL) have, for the second time, voted to reject the report of a conciliation board recommending extension of the present agreement. It has not been indicated what union action will be taken as a result of the two votes.

Agreements had not been reached in sections of the pulp and paper industry where negotiations were resumed in June after being held over from spring (L.C. May, p. 644). Ontario newsprint and pulp mills and units of the Canadian International Paper Company in Quebec, New Brunswick and Ontario were the two major groups of mills concerned. The principal unions are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) and the International Brotherhood of Paper Makers (AFL-TLC), who had originally demanded a five-percent increase in wage rates. A conciliation officer was requested for the Ontario group of newsprint and pulp mills.

A conciliation board was established to deal with differences between the Canadian Westinghouse Company at Hamilton and Local 504 of the United Electrical, Radio and Machine Workers (independent), who have been negotiating for the past several months. Hearings before the board were expected to get under way during August.

Recent Agreements. Among the agreements signed during the past few weeks, two covering hotels and one covering certain classes of employees of the Canadian Broadcasting Corporation are of considerable interest.

In July, an agreement was reached between the Hotel and Restaurant Employees' and Bartenders' International Union (AFL-TLC) and 31 Vancouver hotels under which the work week was reduced to 40 hours (L.C., July, p. 972). During the same period the Canadian Brotherhood of Railway Employees and other Transport Workers (CCL) negotiated an agreement with the Hotel Vancouver, also providing a 40-hour week without reduction in take-home pay. In addition, the same union and six large Canadian Pacific hotels across the country reached an agreement which includes a reduction in hours of work without loss of take-home pay. In five of the hotels, hours were reduced to 40 per

week. At the Chateau Frontenac Hotel in Quebec, the reduction was from 48 to 44. Negotiations between the CBRE and several Canadian National hotels were scheduled to follow.

On July 31, a collective agreement was signed by the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (CCL). This agreement, covering 500 technical employees, is the first involving employees of the Corporation. It provides a general wage adjustment, a reduction in hours from 42 to 40 per week and a modified Rand Formula.

An arbitration award applying to the railways and arising out of bargaining last year was released this month. Last January, the Brotherhood of Railroad Trainmen (independent) and the railway companies reached an agreement which provided a 12-per-cent wage increase, retroactive to February, 1952, and reduction from a 48-hour week to a five-day 40-hour week for yard service employees, effective October 1, 1953. The method of calculating the wage adjustment when the five-day week becomes effective was left to a referee. Mr. Justice Kellock, the referee, ruled that, as of October 1, rates are to be increased by 20 per cent of those which existed immediately prior to the 12-per-cent wage increase.

Work stoppages. Two important strikes began during July and at the time of writing were continuing without signs of an early settlement.

One, involving 800 gold miners employed in three northern Ontario mines, Broulan Reef Mines Limited, Preston East Dome Mines Limited and Hallnor Mines Limited, began July 11 after prolonged negotiations and conciliation. The union, the United Steelworkers of America (CIO-CCL) demanded increased wages, a reduction in the 48-hour work week, six paid statutory holidays and an improved vacation plan. The assistance of the Minister of Labour for Ontario and the chief conciliation officer for his Department were invoked in an endeavour to settle the strike. By mid-August, violence which accompanied the early days of the strike had apparently subsided.

A strike of 1,500 truck drivers, warehousemen and helpers employed by motor transport firms in south-western Ontario and represented by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) began July 20 over failure to reach agreement on wages. As in the gold mining strikes, the violence which occurred in the first week of the strike has apparently abated.

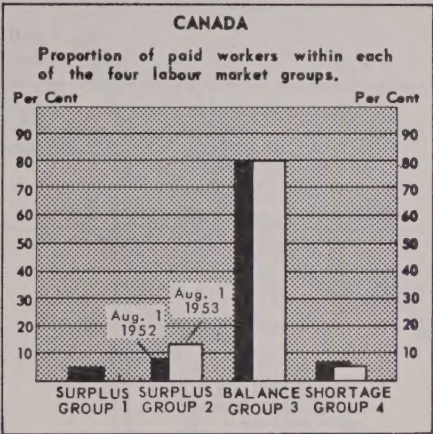
Certifications. Of many certifications over the past few weeks, two aroused particular interest. A contest for bargaining rights between the United Mine Workers of America (CCL) and the Seafarers International Union (AFL-TLC) over the right to represent unlicensed seamen on Great Lakes ships of the Hall Corporation was settled in favour of the latter union after a vote taken among the employees by the Canada Labour Relations Board. In Saskatchewan's uranium mining area, the International Union of Mine, Mill and Smelter Workers (independent) was certified by the provincial Labour Relations Board at Rix Athabasca Mines, the third mine in the area in which the union has obtained bargaining rights. The union reports that it is seeking to represent employees of other mines in the area.

Manpower Situation in Local Areas

THE expansion of construction, transportation, farming and fishing operations absorbed additional workers during July and caused further changes in labour market classifications. By August 1, only 16 of 111 areas covered in the monthly survey still had slight labour surpluses, a decrease of six from July 1¹. Areas with balanced labour supply and demand showed a corresponding increase from 81 to 87, while labour shortages continued in eight areas. Of the latter, six were in the Prairie, one in the Ontario and one in the Atlantic region.

Comparison with last year, as illustrated by the chart and table on this page, shows that six more areas were 'in balance' this year than last but that the proportion of wage and salary workers in this category was the same. One important difference from last year is that Edmonton, in balance a year ago, is now classified as a shortage area because of the large volume of construction and growing industrial employment. Another notable difference is the Vancouver-New Westminster area, where the labour surplus last year was large, as the result of strikes in the lumbering and construction industries, whereas at the beginning of August this year the labour surplus was much smaller and was being steadily reduced.

In evaluating the significance of the number of labour market areas in the various categories of the table below, it is necessary to keep in mind the marked seasonal variations in labour requirements through the year in Canada. Each year, from December to March, labour surpluses decline sharply during the spring months and shortages often occur during the summer and early fall.



¹ The number of areas covered has been changed from 115 to 111: see inside back cover, *Labour Gazette*.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Aug. 1 1953	Aug. 1 1952	Aug. 1 1953	Aug. 1 1952	Aug. 1 1953	Aug. 1 1952	Aug. 1 1953	Aug. 1 1952
Metropolitan	—	1	1	—	8	9	1	—
Major Industrial	—	—	8	7	21	20	1	3
Major Agricultural	—	—	—	—	10	8	4	6
Minor	—	—	7	8	48	44	2	5
Total	—	1	16	15	87	81	8	14

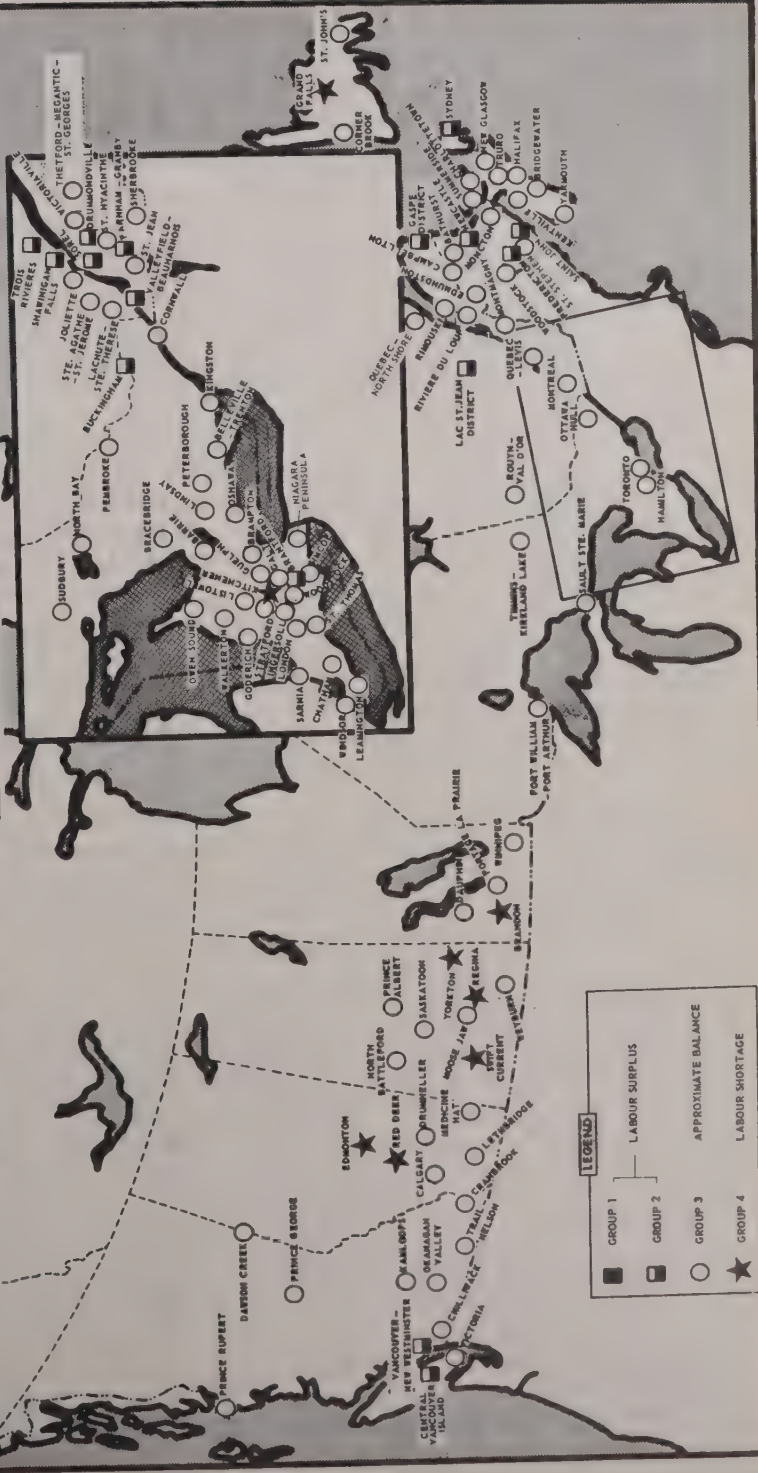
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, AUGUST 1, 1953

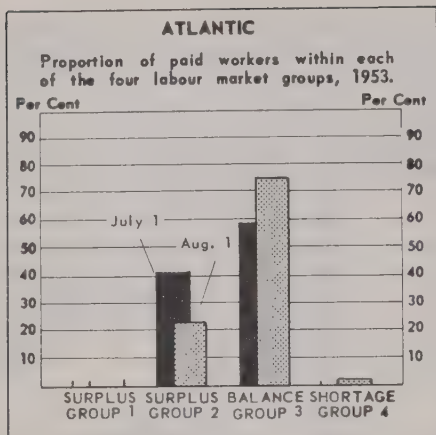
LABOUR SURPLUS		APPROXIMATE	LABOUR
Group 1	Group 2	BALANCE Group 3	SHORTAGE Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Vancouver - New Westminster	Calgary Hamilton Montreal Ottawa - Hull Quebec - Lévis St. John's Toronto Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford Farnham - Granby Lac St. Jean Saint John Shawinigan Falls Sydney Trois Rivières Valleyfield - Leamington	Corner Brook Cornwall Fort William - Fort Arthur Guelph Halifax Joliette Kingston London Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn - Val d'Or Sarnia Sherbrooke St. Hyacinthe Sudbury Timmins - Kirkland Lake Victoria Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Barrie Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Rivière du Loup Saskatoon Theftford - Megantic - St. Georges	Brandon Red Deer Regina Yorkton
MINOR AREAS (labour force 10,000 - 25,000)	Euckingham Central Vancouver Island Drummondville Fredericton Gaspé Newcastle Sorel	Barthurst Belleville - Trenton Bracebridge Brampton Bridgewater Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Dumfries Edmundston Galt Goderich Ingersoll Kamloops Kentville Lachute - Ste. Thérèse Leamington Lindsay Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec - North Shore Rimouski Sault Ste. Marie Simcoe Ste. Agathe - St. Jérôme St. Jean Stratford St. Stephen St. Thomas Summerside Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.B. Yarmouth	Grand Falls Swift Current

CANADIAN LABOUR MARKET AREAS

August 1, 1953



ATLANTIC



DURING July, employment continued to increase in the Atlantic region as outdoor activities, particularly farming, approached a summer peak. By the week ending July 18, full-time workers numbered 471,000, an increase of 3,000 from the previous month. At the same time the agricultural labour force increased by 14,000. Part of this increase resulted from seasonal additions to the labour force and part from shifts out of logging and sawmilling into agriculture.

In addition to the general increase in agricultural activity, manufacturing and construction employment rose moderately, though the gains were unevenly distributed among the Maritime Provinces. Pulp and paper and saw and planing mills in New Brunswick accounted for most of the increase in manufacturing employment while the only appreciable gain in construction occurred in Nova Scotia. At the beginning of June, construction employment showed a year-to-year increase of 10 per cent in Nova Scotia compared with a decrease of 30 per cent in New Brunswick. Labour requirements were particularly strong in Halifax during July as work on a multi-million dollar apartment housing project got under way. The influx of workers from other areas, however, provided an adequate supply of labour.

During July, labour markets in the Atlantic region continued to move towards a balanced situation. Five areas moved from surplus to balance and a shortage of labour developed in one. By the beginning of August, 16 areas had approximately balanced labour markets, four had some labour surplus and one some labour shortage.

Metropolitan and Major Industrial Areas. In St. John's, Nfld., seasonal increases in employment were sufficient to bring labour demand and supply into balance, though a temporary lay-off involving 550 workers occurred at one of the iron ore mines at Bell Island, following the breakdown of the main hoist. In addition, the employment outlook in this area was clouded by uncertain prospects in the construction industry, where the volume of work planned was lower this year than last. Moreover, intermittent reductions of crews were to begin shortly at some of the large defence projects as they near completion.

Employment in Sydney, with the exception of coal mining, continued to increase during the month. At one colliery, however, 1,200 men were laid off during the past two months, increasing the labour supply sufficiently to bring the area into the moderate surplus category. Although most of these men were still idle at the end of July, many of them will be rehired as new mining machinery is installed. Labour surpluses disappeared in Moncton and New Glasgow with the increased

demand for workers in construction, trucking, service and metalworking occupations. The construction industry was particularly active in Moncton and it is expected that shortages of certain skills will develop in the months ahead as employment in the industry reaches its seasonal peak.

Major Agricultural and Minor Areas. The increase in construction and other seasonal activities brought Grand Falls into the labour shortage category. Almost all of the remaining areas had balanced labour markets as hay harvesting accelerated the demand for farm help.

QUEBEC

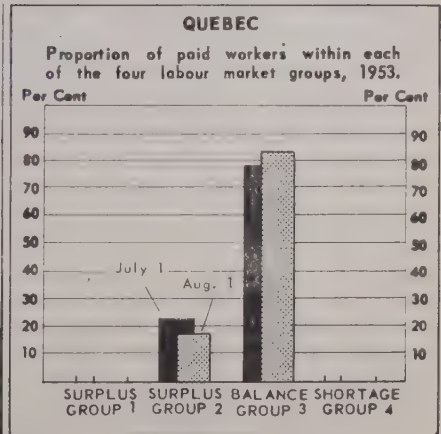
EXPANSION in outdoor activities in the Quebec region, which enabled thousands of students to find summer employment, largely accounted for the increase of about 47,000 in the number of persons with jobs during the month ending July 18. This was the largest monthly employment increase in Quebec this year.

Although employment in textiles has been declining for several months and heavy industry in Montreal is not as active as in the early post-Korean expansion period, over-all employment levels continued above those of last year. Much of the year-to-year expansion occurred in defence-connected and consumer semi-durable industries. Non-agricultural employment at the beginning of June was three per cent higher than a year earlier.

Labour surpluses were eliminated in three areas during the month, but the textile center of Farnham—Granby reverted to the slight surplus category after being in balance for two months. At the beginning of August, 83 per cent of the wage and salary workers in Quebec were in the 15 balanced labour market areas. Moderate surpluses persisted in the other nine. There were no labour shortage areas.

Metropolitan Areas. Many high school students and workers released from the aircraft industry have been seeking employment in Montreal during the past two months. The practice of closing plants for the vacation period has tended to reduce hiring activity in some manufacturing plants during July. Thus, despite heavy outdoor activity, the number of workers registered at the Montreal NES office remained relatively stable.

A shortage of waitresses, dish washers and laundry help developed in Quebec city as local help left the city for employment in tourist resorts in various parts of the province. In general, however, labour supplies were ample and the area remained in balance.

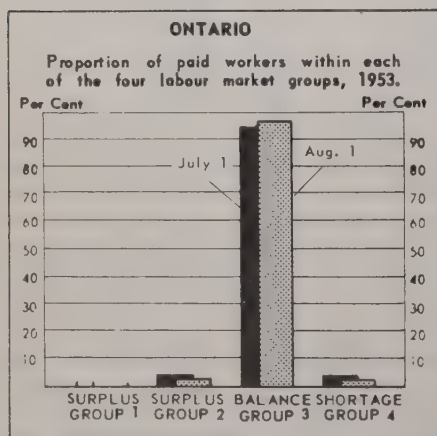


Major Industrial Areas. Extended vacations were granted to many textile workers in the Farnham—Granby area during July so that there was a surplus of workers again at the month-end. Rouyn—Val d'Or came into the balanced group during July. By August 1, five of the major industrial areas still had moderate surpluses while four remained in balance.

Except for the Lac St. Jean district, the employment situation in the industrial areas did not differ greatly from a year ago. Here, however, a sharp reduction in construction work as well as a smaller logging cut created a surplus almost double the size of that reported a year earlier.

Major Agricultural and Minor Areas. Labour requirements were approximately equal to the available supply of workers in the agricultural and minor areas of Quebec, except in Buckingham, Drummondville, Gaspé and Sorel. Moderate surpluses persisted in these four areas. The construction program in Sorel and Buckingham was reduced this year. Last year at this time, both these areas were in the balanced category.

ONTARIO



THE movement of temporary and immigrant workers into Ontario labour markets during July increased the labour force in the region to 1,968,000 by July 18 from 1,946,000 the previous month. Although the total number of persons with jobs increased by 23,000, the total at work dropped by 47,000 as July is the peak vacation month.

The agriculture, food-processing, construction, and tourist industries were chiefly responsible for the employment increases in Ontario during July. Manufactur-

ing activity was sustained at about the same level as in June but hirings were slow since many industrial plants closed for a vacation period during the month. Heavy demand for farm help was almost completely met by students, local industrial workers on vacation, German immigrants and harvesters from the Maritimes (about 400) and the Prairies (130). Although both hay and grain harvests were nearing completion in most areas, the demand for fruit pickers and tobacco workers increased by the middle of August in some areas in southern Ontario.

At the end of July, the labour supply in Ontario was sufficient to meet demand and 34 of the 36 local areas were in the balanced category. Kitchener remained in the labour shortage category and Brantford retained a slight labour surplus. During the month, two more areas came into balance, Cornwall from the surplus category and Brampton from shortage.

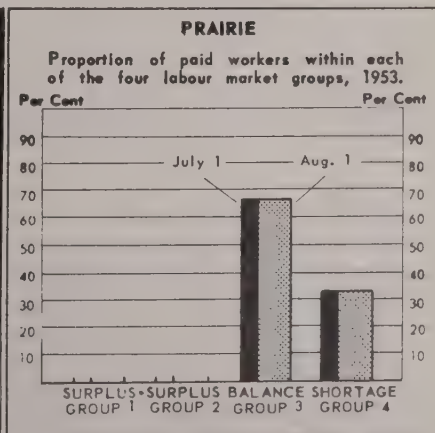
Metropolitan Areas. The labour supply in Hamilton was still ample, although by the end of the month a spurt in construction activity reduced the supply of carpenters, painters and other construction workers. Further lay-offs occurred in the textile industry in Hamilton but some plants which had been shut down temporarily at the beginning of July re-opened during the month. Labour markets in both Toronto and Ottawa — Hull were still in approximate balance at the end of July, although almost all suitable workers were employed. Industrial hirings in Toronto eased somewhat during the month as many manufacturing plants were closed for vacations. The only apparent labour shortages in Ottawa were for engineers and qualified stenographers, while both of these in addition to automobile mechanics were in short supply in Toronto.

Major Industrial Areas. In several major industrial areas, particularly London, Kitchener, Windsor and the Niagara Peninsula, vacationing workers temporarily increased the supply of farm labour. However, 11 of the 13 areas were still in balance and the surplus continued to shrink in Brantford, the only area with a labour surplus. Moreover, most workers on vacation were back on their regular jobs early in August. Kitchener remained in the shortage category, clerical workers, skilled construction workers and auto mechanics being in short supply. The demand for farm hands in the area is slackening as haying and harvesting near completion.

Major Agricultural and Minor Areas. By the end of July, the demand for harvest help had been largely filled by students or harvesters from the Maritimes or Prairies and all 20 of these areas had approximately balanced labour markets. A shortage of service workers for the tourist industry continued in Bracebridge and farm workers were still somewhat scarce in Brampton, Barrie, Ingersoll, St. Thomas and Woodstock.

PRAIRIE

ALTHOUGH outdoor activities continued to expand in the Prairie region during July, the labour supply expanded somewhat as students and women entered the working force. The number of persons with jobs increased by 35,000 during the month ending July 18, a substantially greater gain than in earlier months. Those working less than a full week decreased by 9,000 to 47,000 and those working full time increased by 3,000 to 880,000. The number of persons with jobs but not at work because of vacations or for other reasons increased by 41,000.



Crops developed rapidly in most parts of the region during July following the prolonged spell of cool wet weather. Hail damage was

severe in some areas, however, and rust infection was reported in a number of localities. Farm labour requirements were generally small during the month. On the other hand, the demand for construction labour was substantial since the number of housing units being built at the beginning of July was 46 per cent greater than a year earlier. As a result, there were shortages of unskilled as well as skilled labour.

There was no significant change in the employment situation during July. As in June, labour generally was in tight supply throughout the region. Two-thirds of the wage and salary workers were in balanced areas, while the remaining one-third was in labour shortage areas.

Metropolitan and Major Industrial Areas. Little change occurred in the shortage situation in Edmonton during July. Industrial employment was about 20 per cent higher than last year and further expansion, particularly in the construction industry, absorbed both the local labour supply and workers entering the area from other localities. Shortages of carpenters, bricklayers, automobile mechanics, stenographers and waitresses were general by August 1.

The labour market situation in Winnipeg remained in approximate balance although heavy rainstorms delayed building activity. The demand for carpenters, bricklayers and plasterers increased further by the end of July. The construction program was considerably greater this year than last—25 per cent more housing units were being built in the metropolitan area this year.

The construction season was also reaching its peak in Fort William—Port Arthur and almost all available labour had been absorbed at the beginning of July. Local supplies were adequate, except in a few skilled trades. The Calgary area remained in balance.

Major Agricultural and Minor Areas. The agricultural labour force was augmented slightly during the school vacation period as students were employed on farms. During July, however, demands were relatively light and will not reach a peak until later this month. General labour shortages continued in Regina, Brandon, Red Deer, Swift Current and Yorkton. The most pressing requirements were for building tradesmen, waitresses and household workers but automobile mechanics and stenographers were also in strong demand.

PACIFIC

FURTHER seasonal expansion of activity occurred in the Pacific region during July. In the month ending July 18, full-time employment decreased from 389,000 to 384,000, largely as a result of vacations, but the number of workers employed less than full time increased from 39,000 to 53,000. The net increase, therefore, in the number of persons with jobs was 9,000. A comparison with last year's employment situation is distorted by the strikes in progress at that time. The most recent comparable figures, however, show a slight decrease in industrial employment this year.

Heavy production earlier in the year increased log inventories to the point where the usual scale of logging operations during July had

to be curtailed. Additional employment reductions were caused by the closure of several Vancouver Island logging areas endangered by fire. These temporary lay-offs, together with the holiday shut-down of sawmills, accounted for most of the increase in the number of workers employed less than full time.

Construction activity continued to rise to a peak that will probably be reached this month. Shortages of construction workers occurred at various points, the strongest demand being for heavy

construction carpenters, trowel tradesmen and pipefitters. The demand for welders eased during the period, although all qualified welders could still be placed easily.

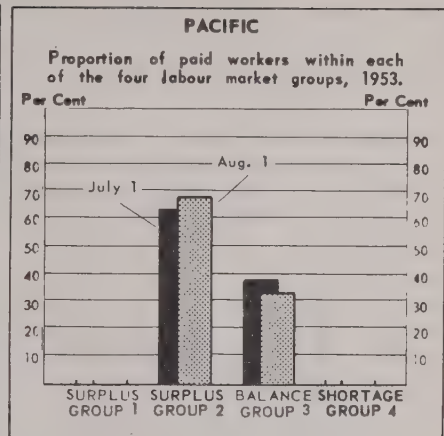
Additional manpower requirements came from fishing and agriculture. The salmon season opened at the beginning of July and catches were reported as exceptionally large. The harvesting of strawberries, raspberries and soft fruits required large numbers of temporary help, the supply of which was adequate in all areas.

Labour supplies in most local areas showed further decreases during the month. There was, however, no change in the number of areas in each classification. At August 1, slight labour surpluses existed in two areas, including Vancouver—New Westminster. The labour market was in balance in the remaining eight areas.

Metropolitan and Major Industrial Areas. In the Vancouver—New Westminster area, demand for construction tradesmen, largely from Kitimat and other out-of-town projects, continued to increase. Metal manufacturing firms and sawmills showed little change in activity but labour requirements increased in the food-processing, furniture and clothing industries. As a result, available labour supplies were reduced during July, although some surpluses still remained by the first of August.

The labour market situation in Victoria remained virtually unchanged from the previous month. Increasing job vacancies in construction were offset by the month-long closure of several large logging camps as well as by the destruction by fire of a lumber mill that terminated the employment of several hundred workers.

Minor Areas. The rising level of summer operations absorbed progressively the available supply of idle workers in all minor areas except Central Vancouver Island. In this area, intermittent closures of various logging operations released over 1,000 loggers, bringing the area into the moderate surplus category. The effect of this on the region as a whole was offset by the increasing level of lumbering activity in Prince George, which brought the area from the surplus into the balanced category.



Current Labour Statistics

(Latest available statistics as of August 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	July 18	5,515,000	+ 2.4	—
Persons at work 35 hours or more	July 18	4,807,000	— 1.7	—
Persons at work less than 35 hours	July 18	275,000	— 3.2	—
Usually work 35 hours or more	July 18	91,000	+ 2.2	—
On short time	July 18	23,000	+ 4.5	—
Usually work less than 35 hours	July 18	184,000	— 5.7	—
Persons with jobs not at work	July 18	343,000	+174.4	—
Usually work 35 hours or more	July 18	332,000	+176.7	—
Usually work less than 35 hours	July 18	11,000	—	—
Persons without jobs & seeking work ...	July 18	90,000	—	—
Persons not in the labour force	July 18	4,522,000	— 2.4	—
Registered for work, NES (b)				
Atlantic	July 16	22,684	— 12.3	+ 5.4
Quebec	July 16	58,623	— 7.0	+ 5.2
Ontario	July 16	46,958	— 2.5	— 12.0
Prairie	July 16	20,096	+ 5.4	— 5.0
Pacific	July 16	22,254	— 3.8	— 32.4
Total, all regions	July 16	170,615	— 4.8	— 7.6
Ordinary claims for Unemployment				
Insurance benefit	July 1	119,830	— 16.3	— 2.3
Amount of benefit payments	June	\$8,408,071	— 31.1	+ 25.0
Index of employment (1939=100)	June 1	188.1	+ 2.2	+ 3.1
Immigration	June	18,376	— 12.1	— 20.1(c)
<i>Industrial Relations</i>				
Strikes and lockouts — days lost	July	73,486	—	— 87.2(c)
No. of workers involved	July	7,396	—	— 75.3(c)
No. of strikes	July	30	—	— 34.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	June 1	\$57.70	+ 0.3	+ 6.7
Average hourly earnings (mfg.)	June 1	\$1.36	+ 0.3	+ 4.8
Average hours worked per week (mfg.)	June 1	41.7	— 0.2	+ 1.0
Average weekly earnings (mfg.)	June 1	\$56.67	+ 0.1	+ 5.8
Cost-of-living index (av. 1935-39=100) ...	July 1	186.0	+ 0.6	— 1.1
Consumer price index (av. 1949=100)	July 1	115.4	+ 0.4	— 0.6
Real weekly earnings (mfg. av. 1949=100)	June 1	117.8	— 0.3	+ 6.4
Total labour income	May	969	+ 2.1	+ 10.7
<i>Industrial Production</i>				
Total (average 1935-39=100)	May	257.8	+ 1.4	+ 9.9
Manufacturing	May	272.7	+ 0.8	+ 10.5
Durables	May	336.5	— 0.4	+ 12.9
Non-Durables	May	231.9	+ 1.9	+ 8.4

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Former Labour Secretary Maurice Tobin Dies

Maurice J. Tobin, Secretary of Labour in President Truman's Cabinet from 1948 and former Governor of Massachusetts, died July 20 of a heart attack at the age of 52 years. Mr. Tobin was the sixth Secretary of Labour in the United States, his appointment by President Truman culminating a series of political positions he had held.

During his political career, Mr. Tobin had served as a member of the Massachusetts House of Representatives, twice as mayor of Boston—in 1937 and in 1941—and as Governor of the state from 1944 to 1946. While Governor, the former Labour Secretary headed an administration which adopted a fair employment practices act and which increased workmen's compensation and unemployment insurance benefits. As Secretary of Labour, Mr. Tobin headed attempts to have the Taft-Hartley law repealed and to have the Wagner Labour Relations Act re-enacted.

One of three sons of Irish immigrants, he was born in Boston. He had to leave the Boston High School of Commerce in his second year to earn a living; he began work in a leather factory. When he was 25 he won election to the Massachusetts House of Representatives, where he served for two years. Later he served as Boston's mayor and Governor of Massachusetts.

AFL Men Fill Top Jobs In U.S. Labour Dept.

With the appointment as Assistant Secretaries of Labour of Harrison C. Hobart, Assistant Grand Chief of the Brotherhood of Locomotive Engineers, and Spencer Miller, Jr., Director of the AFL Workers Education Bureau, all top posts in the United States Department of Labour are now filled by AFL officials.

Lloyd A. Mashburn, named Under-Secretary of Labour last January, was an AFL official in California, and Martin P. Durkin, the Secretary of Labour, was formerly President of the AFL Plumbers.

Walter Reuther, President of the CIO, had asked that a CIO member be given one of the top Labour Department positions but the Senate proved reluctant to approve Mr. Reuther's nominees.

Extend Compensation to B.C. Civil Defence Staff

Cost of extending full benefits of the provincial Workmen's Compensation Act to British Columbia's civil defence workers who may be injured on training or exercises is to be shared equally by the federal and provincial Governments. This was disclosed in a joint statement by Hon. Paul Martin, federal Minister in charge of civil defence, and Hon. W. D. Black, British Columbia's Provincial Secretary.

The agreement is similar to one made in Ontario, arising from Ottawa's offer to share costs of compensation which the provinces might agree to pay to anyone killed or injured while serving in official civil defence organizations.

The British Columbia agreement covers persons training for, as well as actually engaged in, civil defence work. This is defined as "all measures, other than military, carried out under the direction of the provincial director of civil defence or any local civil defence authority, designed or intended to protect and preserve life, property and public services against any form of enemy attack and to minimize damage therefrom, and includes training".

Equal Work, Equal Pay Recommended in Sweden

The principle of equal pay for tasks of equal value should be followed in the Swedish Civil Service, it has been recommended by a state committee of enquiry appointed in 1947. The committee's report has just been submitted.

The scale of wages should be fixed according to the work to be performed, irrespective of whether it is performed by a male or female, the committee stated.

Rejecting the principle of payment according to need, the committee said that state salaries should be fixed irrespective of family commitments or responsibilities. The necessary adjustments to family burdens are a matter for taxation and social policy, the report said.

Any minimum wage for males should apply also to females, the committee declared.

Unemployment Insurance Benefit Now Continues During Illness, Injury or Quarantine

Extended unemployment insurance coverage for Canadian workers went into effect August 3.

The enlarged benefits—covering persons who become incapacitated after losing their jobs—were authorized at the last session of Parliament but proclamation of the measure was delayed until July 18 while details of the plan were worked out.

Formerly, persons thrown out of work received insurance benefits only so long as they were available to take on other jobs. If sickness or other disability made them unavailable for work, they did not collect.

Under the new amendment to the Unemployment Insurance Act, those becoming incapacitated—through illness, injury or quarantine—*after unemployment starts* will continue to receive benefits for as long as they would be qualified to get them if they were capable of working.

The amendment makes no change in the rate of benefit nor in the method by which the duration of benefit is established, nor is there any increase in the rate of contributions.

It has been felt for some years by UIC officials that some compensation should be provided for loss of earnings during periods of incapacity. Prior to the introduction of this amendment, the Unemployment Insurance Commission made an intensive study of the practice of other countries that operate plans of cash sickness benefits, particularly Britain, the United States and Australia.

Under the plans of national insurance operated in Britain and Australia, benefit is paid at the same rates and to the same class of insured persons for any interruption of employment caused either by lack of work or by sickness. In the United States similar plans are in operation in four of the States, in addition to a federal plan of the same type applicable to railway workers.

The concept underlying all these plans is that a layoff due either to shortage of work or to sickness is involuntary unemployment and the same basic contribution should provide the insured person with compensation for loss of wages in either case, excluding any periods for which he is already entitled to such benefit under workmen's compensation legislation.

The plan being introduced in Canada does not go so far at present as most of those schemes. It does not extend to the insured worker who loses his employment

because of sickness or accident, although benefit can be paid to such a worker after he has recovered from the illness, if no suitable work is then available for him.

It is realized by the UIC that this limitation will cause some anomalies. Under the amendment, benefit is payable only for days of sickness if the claimant has already proved entitlement to unemployment insurance benefit, has served the required waiting period, and is actually in receipt of benefit. This means that a man who loses his job because of shortage of work, files a claim, and is taken sick on the third day, before completing the waiting period, will not qualify for benefit, while another man who is laid off at the same time and is taken sick on the eighth day, after completing the waiting period and drawing benefit for a couple of days, will continue to receive benefit despite his incapacity.

A similar anomaly will arise when one person has been laid off because of sickness and another has been laid off at the same time because of shortage of work but becomes sick after starting to receive unemployment benefit. The second man will continue to receive it but the first man cannot begin to receive benefit until he has recovered and can prove that he is capable and available.

However, at present it is considered that workmen's compensation takes care of most persons whose loss of wages results from injury or illness arising out of their employment and that, as regards unemployment which is the result of illness of any other kind, extension of insurance should be deferred until experience has been gained in operating the limited scheme now introduced.

Six or seven states in the United States which have not yet adopted a full plan of sickness insurance have extended their unemployment insurance provisions along the same lines as Canada is now doing.

Marine Federation Asks Subsidies for Coal Mines

Meeting in Saint John, N.B., the Maritime Marine Workers' Federation (CCL) late last month adopted a resolution asking for federal government subsidies for Canada's coal mining industry. Such subsidies are necessary, the delegates said, to avert the closing of Maritime collieries.

Upswing in Housing Continued in May

The upswing in new residential construction continued in May, when the number of dwelling units started jumped 39 per cent and the number of new units completed 38 per cent over the figures for the same month last year. Starts this May numbered 13,606, compared with 9,801 in May last year, and completions totalled 8,099, compared with 5,868 a year earlier.

For the first five months this year, starts were running 46 per cent ahead of 1952 at 35,438 compared with 24,196, while completions were up 35 per cent at 32,816 compared with 24,259.

Housing Starts in U.S. Down 4 Per Cent in June

Non-farm housing starts in the United States totalled 103,000 during June, a seasonal decline of about 4 per cent from May, and nearly the same number as were started in June 1952, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. Despite declines in the past two months, June marked the fourth consecutive month this year that total housing starts exceeded the 100,000-unit level.

The total number of new permanent non-farm dwelling units begun during the first half of 1953 (577,100) is about the same as the final figure for January-June 1952.

Govt. of India Extends Subsidized Housing Plan

The Government of India has extended a subsidized housing scheme for industrial workers up to March 31, 1956, in order to cover the rest of the Five-Year Plan period.

For 1953-54 the scheme envisages construction of 22,000 tenements. The 1952-53 scheme set a target at 28,500 tenements.

Of the 22,000 tenements provided for in 1953-54, about 14,000, it is expected, will be built by State Governments and Housing Boards, 3,500 by Co-operative Societies and 4,500 by employers.

Few U.S. Firms Have Plan For Utilizing Old Workers

Few firms have yet developed definite policies for making use of their older workers, a recent survey by the American Management Association has found.

In its study of the practice of various companies to utilize older workers no longer

able to perform their customary jobs after the age of 65, the Association reported that so far the process appears to be largely informal. Re-assignment of the employee to another job with or without a cut in pay is the most usual procedure.

Other devices used by companies include decreasing hours of work, allowing the employee to continue in his usual job but with less pay for lowered production, transfer to a part-time job or to a physically less demanding job, and creation of special sections in which older employees are grouped as casual labour pools or homogeneous work crews.

Four elements are needed in any program for effective utilization of the older worker, according to the companies surveyed by the Association. These are: (1) an objective criterion of job performance; (2) knowledge of the characteristics and demands of each job in the plant or firm; (3) knowledge of the employee's characteristics, and (4) matching the job characteristics with those of the worker.

According to the companies, job descriptions are often inadequate for purposes of re-assigning older workers. Also, psychological measures for assessing older employees are still inadequate.

242 U.S. Railroads Sign Union Shop Agreement

All but four of the major carriers in the United States have signed union shop agreements with the 17 non-operating railroad unions.

One of the largest railroads in the Western United States, the Union Pacific, recently added its 40,000 employees to the number covered by the union shop.

In making the announcement, G. E. Leighty, President of the Railroad Telegraphers and head of the negotiating committee of the non-operating organizations, reported that more than 85 per cent of all non-operating employees were now under the protection of the union shop.

He said there were some 800,000 employees of 242 railroads covered by union shop agreements. Together with the estimated 125,000 employees in operating brotherhoods which have negotiated union shop agreements, the total is almost one million.

The negotiating committee of the non-operating brotherhoods is continuing its drive to include all railroad employees in union shop agreements which are now permitted under the terms of the United States Railway Act passed in 1951 (L.G., June 1952, p. 688).

AFL Teamsters Dismiss Two Canadian Officials

Two Canadian officials of the International Brotherhood of Teamsters have been removed from office during a reorganization of the Brotherhood's affairs in its eastern Canadian district. They are A. F. MacArthur, the international's organizer in Canada, who has been President of the Ontario Provincial Federation of Labour (AFL-TLC) for five years, and Neil MacDonald, the union's business agent in Montreal.

The Montreal local of the Teamsters has been placed in receivership.

Frank J. Tobin, son of the former president of the Brotherhood has been placed in charge of the union's affairs in eastern Canada.

While the Toronto District Trades and Labour Council has criticized the replacement of Canadian officials by a representative from the United States, President Percy R. Bengough of the Trades and Labour Congress of Canada has issued a statement reiterating Congress policy never to interfere in the operations of an affiliate and describing as "nothing unusual" the appointment of "other than a Canadian" to administer the union's affairs in Canada.

In Montreal, Mr. MacDonald has organized the Quebec Transport Drivers Union and has appealed to Teamsters in Ontario and Quebec to leave the Brotherhood and join the new organization.

TLC President Bengough, in his statement on the developments in the Teamsters, cautions the union's members in Montreal that they "would do well to remain members in good standing and iron out their problems within their own organization".

Mr. MacArthur, although himself dismissed, condemned the secessionist move in Montreal. Efforts to split the union would only jeopardize the wages and working conditions won by the organization, he said.

Boilermakers, Blacksmiths Complete Amalgamation

In an amalgamation convention held in Minneapolis during July, representatives of the boilermakers' and the blacksmiths' unions in Canada and the United States agreed to form one organization known as the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. The merger was approved by approximately 900 delegates from the boilermakers and 300 from the blacksmiths.

The union of the two labour bodies had been tentatively entered into in 1950 and was ratified by the blacksmiths in 1951. Confirmation by the boilermakers in the convention made the union complete. The ratification was carried through without a dissenting vote.

Addressing the delegates, Charles G. MacGowan, President of the Boilermakers and now head of the new organization, stated that "size, bigness and power" were not the objectives of the amalgamation but rather the major motive "was one of protection to the wage earners in both crafts".

Speaking on behalf of the Blacksmiths, President John Pelkofer declared: "We of the Blacksmiths will co-operate earnestly and honestly with President MacGowan and his associate officers as they have co-operated with us."

Mr. Pelkofer went on to note that "we have already made great progress since our tentative amalgamation in 1950. Now it's in full swing. We have a great future as an amalgamated organization. Working together, we should be able to accomplish what we were not able to achieve separately."

Both the Boilermakers and the Blacksmiths are labour unions with more than 60 years of organizing experience in their respective trades.

Chief of Train Engineers, James P. Shields Dies

The death June 29, in Cleveland, of James P. Shields removed from the leadership of the Brotherhood of Locomotive Engineers its leader for the past three years. Mr. Shields, who was 64 years of age, died a week before the opening of the triennial convention of the 80-year-old organization which includes approximately 80,000 members in Canada and the United States.

The BLE head was elected Grand Chief Engineer of the labour organization in 1950, succeeding Alvanley Johnston, who had headed the Brotherhood for more than a quarter of a century. During his service with the BLE, Mr. Shields served as a local chairman, assistant grand chief, first assistant and finally grand chief in 1950.

The Hon. Milton F. Gregg sent a message of sympathy to the brotherhood stating that "the Canadian Department of Labour mourns with the Brotherhood of Locomotive Engineers the death of Grand Chief Engineer J. P. Shields." Mr. Gregg added that "the passing of Mr. Shields will be a loss to your 80,000 members, many of them Canadians, who honour and respect his memory."

Locomotive Engineers Reject Unity Bid

A proposal by the Brotherhood of Locomotive Firemen and Enginemen that there be a merger between it and the Brotherhood of Locomotive Engineers was rejected by the latter body at its triennial convention in Cleveland, July 20. The BLFE, meeting at its convention in Boston, had requested the Locomotive Engineers to support a merger of the two organizations "in the interests of all engine service employees in the United States and Canada".

Speaking at the Engineers' convention, Grand Chief Guy L. Brown replied to the unity proposal by noting that the representatives of his Brotherhood were not in accord with the suggestion that steps be taken to amalgamate the two labour bodies. Mr. Brown added that a referendum held in 1948 had "resulted in rejection by the BLE membership" and stated that "our present convention is bound by that democratically-expressed mandate".

In urging the union of the two railway bodies, President D. B. Robertson of the BLFE stated that the "combined strength, economically, financially and politically, would represent a powerful force to help railmen in their continuing struggle to improve their general welfare". Though expressing "keen disappointment" at the rejection of the merger proposal, Mr. Robertson added that he was "thoroughly satisfied the time will soon come when all men on the deck of a locomotive will belong to one combined organization".

At the BLFE convention, both Mr. Robertson and Carl J. Goff, Assistant President of the organization, tendered their resignations. Both men had served in official capacities for a considerable period. As the *LABOUR GAZETTE* went to press, there had been no announcement as to who would replace Messrs. Robertson and Goff.

AFL, CIO Packing Unions To Bargain Together

Joint action in wage negotiations and organizing campaigns by the Amalgamated Meat Cutters and Butcher Workmen (AFL) and the United Packinghouse Workers of America (CIO) was recently agreed upon in a pact between the two unions. Under the agreement, machinery was established for the two labour organizations to work together in the wage nego-

tiations that opened in July and that affect approximately 250,000 workers in the United States.

The new pact provides that every effort will be made to conduct joint wage negotiations with those companies whose employees are represented by both unions, that neither union will reach a settlement with such companies without first securing the other's approval, that joint "economic action" will be taken against employers wherever necessary and that "all lawful support and assistance" will be rendered by one union to the other where one has established authorized picket lines or is engaged in strike action. In addition, both unions agreed not to raid each other's membership.

The packinghouse agreement follows a similar agreement concluded between the United Auto Workers of America (CIO) and the International Association of Machinists (AFL). The latter pact also contained provisions concerning joint bargaining sessions and the prohibition of raiding either union's membership (L.G., July, p. 989).

AFL Completes Revision Of Organizing Staff

A revision of the machinery under which the American Federation of Labor conducts its organizing activities was carried out recently in Washington at a two-day conference presided over by President George Meany and Secretary-Treasurer William Schnitzler. Under the new system there will be 14 organizing areas in the United States and one in Canada, each under the control of a regional director.

Regional directors will now be required to submit all applications for new charters to AFL headquarters. Formerly the applications were sent in by individual organizers. The directors will also have to submit progress reports every four months to headquarters noting the paid-up membership in each region.

President Meany observed that the primary aim of the AFL is to organize the unorganized and that its organizers will be required to aid national and international unions in their membership drives as well as organizing and servicing federal labour unions. The Canadian region will be under the direction of Russell Harvey, Canadian Director of Organization of the AFL.

The CIO recently completed a similar re-organization of its field staff, reducing from 50 to 13 the number of regional offices in the United States (L.G., July, p. 989).

19,000 Brewery Workers Switch to Teamsters

Seven locals of the United Brewery Workers of America in New York City and three others elsewhere in New York State have left the Congress of Industrial Organizations and have joined the brewery division of the International Brotherhood of Teamsters (AFL). The move is reported to have involved some 19,000 workers.

The legal counsellor for the New York locals announced July 6 that units of the CIO union in Toronto and in six other cities in the United States were also due to hold votes on disaffiliation. These units, he said, have a combined membership of 9,000 brewery workers.

The lawyer said that David Beck, President of the AFL teamsters, had agreed to certain terms laid down by the former CIO affiliates in New York City as a condition for joining the AFL group. These were: full autonomy for each local; each local to maintain its present jurisdiction; all assets to remain in local units; contract negotiations to be conducted by locals and the Brewery Workers Joint Board in New York; and no recriminations against any member of the Brewery Workers who might have been expelled previously from the Teamsters. Mr. Beck had previously said his union would accept any brewery locals that wanted to join his organization.

The following week, Walter Reuther, President of the CIO, issued a statement accusing the AFL teamsters' union of conducting a series of raiding excursions against the CIO Brewery Workers. He declared that such action threatened to destroy the move toward labour unity and that it violated the spirit of a tentative no-raiding agreement drawn up recently by the two labour organizations (L.G., July, p. 990).

Earlier, an invitation to the Brewery Workers union to merge with the Teamsters was rejected by Karl F. Feller, President of the Brewery Workers.

TWUA Urges Slowdown Of Textile Imports

The imposition of a quota system to slow down the "growing importation" of textiles into Canada was demanded recently by Edward C. Cluney, Assistant Canadian Director of the Textile Workers Union of America (CIO-CCL).

The union official said that in the first quarter of 1953, imports of cotton, rayon and other fabrics from the United States reached new records. Imports from the

United Kingdom were also up. At the same time, he said, the industry in Canada was operating at 70 per cent of capacity and direct employment has fallen from 101,234 in January 1951, to 93,120 in January of this year. In addition, many textile workers are on part-time shifts and face further reductions in pay because many mills plan unpaid summer layoffs.

Mr. Cluney said that while the imposition of quotas is the most direct and practical method of dealing with the emergency, his union believes the anti-dumping laws should be tightened to prevent foreign textiles being sold in Canada below their cost of production.

Inflation or Depression? U.S. Economists Disagree

Two opposing views have been given recently regarding the future economic situation in the United States.

Dr. Edwin C. Nourse, ex-chairman of former president Harry Truman's Council of Economic Advisers, told a teachers' meeting in Los Angeles that at present the United States faces a depression.

Dr. Arthur F. Burns, economic adviser to President Eisenhower, appearing before the House Appropriations Committee, suggested that "new and upward price pressures" may develop in the United States economy.

Mr. Truman's erstwhile adviser said: "We have passed from the time when adjustment to a free market basis would have been relatively easy to one when it will be extremely difficult. The problem we are wrestling with now is whether we will act with enough intelligence and have technical knowledge to prevent any breakdown in the flow of goods and services."

Dr. Burns, of President Eisenhower's staff, granted that an examination of price movements alone might easily lead to the conclusion that the country had entered a deflationary period. But, he pointed out, "if you look to the industrial sphere of the economy, and find, as you do, production going up, employment rising, unemployment shrinking, the question is bound to come up whether the decline in prices can well continue, and whether, in view of the continued growth of output and employment, and virtual disappearance of unemployment, new and upward price pressures will not develop in our economy."

Dr. Burns called attention to the fact that the price declines have been concentrated in farming, and that in certain industries prices have been rising steadily for the past six to nine months.

Ont. Public Employees Hold 7th Convention

The seventh annual convention of the Ontario Federation of Public Employees drew 113 delegates to Toronto recently.

The delegates voted unanimously to continue to give full support to the National Federation of Public Employees. They also passed a resolution requesting the Ontario Government to enact special legislation covering civic and other public employees similar to that contained in the Fire and Police Department Acts.

Officers elected were: W. H. Hiltz, President; William Buss, First Vice-president; J. F. Raysbrook, Second Vice-president; and Irene Sinclair, Secretary-Treasurer. Executive officers are: J. Rutherford, E. J. Priestly, T. H. Doyle, G. A. Gorman and George Downing.

Hospital Beds, Nurses Revenue, Costs Increase

The number of public hospital beds per 100,000 Canadians rose to 490 in 1951 from 479 in 1950, the Dominion Bureau of Statistics has reported. Official bed capacity of Canada's public hospitals in 1951 was 68,674, exclusive of nursery bassinets.

In Excess of Capacity

Despite the increase in bed space, however, the hospitals still operated at 3.7 per cent in excess of capacity in 1951, reporting a total of 71,221 beds set up.

The number of nurses in public hospitals also rose during 1951, the number of graduate nurses by 6.2 per cent to 16,143 and the number of student nurses and probationers by 3 per cent to 15,107.

Graduate nurses outnumbered student nurses for the first time in 1950, the ratio being 104 to 100. In 1951 this ratio increased to 107 to 100.

Hospitals submitting financial data reported a 16.4-per-cent increase in operating revenue and a 14.8-per-cent increase in total revenue but a 16.9-per-cent rise in expenditures.

Higher Income Groups Spend More on Health

Out of an estimated 1,322,000 family units in Canada with incomes of less than \$1,500, about one-fifth spent nothing for medical, hospital, dental or any other kind of health care during the year from the autumn of 1950 to the autumn of 1951, according to a release by the Bureau of Statistics on the subject of family expenditures for health services.

The release, based on the results of a nation-wide sickness survey carried out jointly by the federal and provincial Governments, is the second in a series which will make public estimated figures of the volume and nature of illnesses and accidents of all kinds, the amount of medical, nursing and other health care received, and the money spent by Canadian families for various health services (L.G., June, p. 811).

While 19.7 per cent of family units with incomes under \$1,500 made no expenditures, the corresponding proportion in the next income group (\$1,500-\$2,999) was 7.7 per cent. In the highest income group recorded (\$5,000 and over) only 3.3 per cent had no expenditure for any health service.

Average Payments

The proportionately smaller number of low-income family units who spent money for these services also spent less per family than their wealthier neighbours. Average for the under-\$1,500 group was \$46.60 compared with \$88.50 for those in the next highest (and numerically largest) group between \$1,500 and \$2,999. Average for the group \$5,000 and over was \$158.70, and for all family units regardless of income \$82.10.

Expenditures in the lowest income group, under \$1,500, totalled \$61,600,000, of which \$9,500,000 or 15.4 per cent went for prepayment plans, to which about 28.6 per cent in this group subscribed. The highest proportion of families subscribing to pre-paid plans was in the income group \$3,000-\$4,999, where 67.0 per cent of the family units in the group paid out a total of \$27,200,000 in prepayment plan premiums, representing 28.0 per cent of their total health expenditures.

How Money Spent

Twenty-seven cents of the low income health dollar was spent for medicine, including nearly 11 cents for self-prescribed medicine. In contrast, the higher income family unit with \$5,000 and over spent 10 cents of its health dollar on prescribed medicines and less than 5 cents on self-prescribed medicines. On the other hand all groups spent about the same proportion of their health expenditures on direct payments for medical, hospital, nursing and similar services, ranging from 52.9 per cent for the \$3,000-\$4,999 group to 60.2 per cent for those in the group \$5,000 and over. For all groups taken together this proportion was 54.4 per cent.

Australia Sets Up New Medical Benefits Plan

A new medical benefits program in Australia provides joint payments from the Government and private insurance organizations to cover a considerable part of the cost of doctors' services. Contributions are as low as 25 cents weekly.

The new program, which came into operation July 1, complements a similar plan providing insurance against hospital bills which has been in operation for 18 months.

Everyone in the country may qualify for contributions towards payment of medical bills for himself and his family by joining any non-profit medical insurance organization approved and registered by the Government.

The Government benefits are divided into two schedules. The first covers basic medical services obtainable from a general practitioner but includes also consultations with specialists and some surgical operations often performed by specialists.

It provides for professional attendances in doctors' rooms or at patients' homes, administration of anaesthetics, 89 types of surgical operations, midwifery and treatment of dislocations and fractures.

The second schedule covers services usually tendered by specialists—tests, X-rays and more than 200 types of surgical operations.

Before being registered by the Government, insurance organizations must agree to pay benefits at least equal to those paid by the Government for the services listed in the first schedule.

Together the two schedules cover all known varieties of medical services except payment for spectacles.

Weekly premiums to his own insurance organization by the subscriber for himself and his family range from about 25 cents upwards. The proportion of medical expenses the program will return to any one family varies from about 80 per cent to less than 50 per cent, depending on the nature of the medical services, the doctor's scale of charges and the scale of benefits paid by the insurance organization.

There is no age limit for government benefits, but some organizations in the scheme refuse membership to persons over 65 years of age.

Woman Given Less Pay Quits; Can Draw Benefit

A woman who quit her job because she was not receiving equal pay for equal work

did not forfeit her right to unemployment insurance benefit, it was ruled by the New York State Division of Employment.

The woman involved had been operating a lathe at 25 cents less per hour than the rate paid to the men. When her employer refused to pay her the same rate or to transfer her to another machine she quit her job and filed claim for unemployment benefit.

The insurance officer disqualified her for a period of six weeks on the ground that she had "voluntarily left her job without good cause". The woman appealed the ruling, claiming that she had been discriminated against because of her sex.

Citing a section of the state labour law, which provides that no employee because of sex shall be subjected to discrimination in rate of pay, the referee upheld her appeal, deciding that she was "well within her rights in insisting that she receive equal pay for equal work".

Sponsor of Taft-Hartley, Senator Taft Dies

United States Senator Robert A. Taft, sponsor of the Taft-Hartley Act, died July 31 in New York.

The Taft-Hartley Act, denounced by American labour unions from the time of its enactment in 1947, was drafted by the Senate Labour Committee while Senator Taft was its chairman. It replaced the Wagner (National Labour Relations) Act.

Son of a former President and Chief Justice of the United States, Senator Taft had been a member of the United States Senate since 1938. On three occasions—in 1940, 1948 and 1952—he stood for nomination as Republican candidate for the presidency of the United States. Each time he failed in the attempt.

How to Increase Productivity

The report of an International Labour Organization committee of experts on productivity has now been published. The committee met last December in Geneva under the chairmanship of Dr. George V. Haythorne, Director of the Economics and Research Branch, Department of Labour (L.G., Jan., p. 50).

The report, *Practical Methods of Increasing Productivity in Manufacturing Industries*, may be obtained from the Canada Branch of the ILO, 95 Rideau Street, Ottawa 4.

Closer Ties among Free Labour Organizations Urged at ICFTU's Third World Congress

Economic progress in under-developed countries, full employment, and closer ties among free labour organizations were among the topics debated at the third World Congress of the International Confederation of Free Trade Unions in Stockholm, Sweden, July 4 to 11.

Policies were also advocated for the advancement of world peace without appeasement, freedom for colonial peoples, improvement of living and working conditions of workers in all nations, and a solution to the problems of migration.

J. H. Oldenbroek, General Secretary of the ICFTU, reported at the opening of the congress that the Confederation, established in 1949, was composed of 97 national organizations in 73 countries, with a membership of 53,200,000 workers.

Plea for Co-operation

The General Secretary called for effective international co-operation among free trade unions to defeat attacks on free labour not only in totalitarian nations but also in democratic countries. He said the world was faced with a "wave of reaction" whose advocates often tried to restrict trade union rights and to limit or prevent trade union participation in the formulation of economic and social policies.

Tage Erlander, Prime Minister of Sweden and one of the members of the Swedish delegation, said in a speech to the congress that trade unions could play a part in preventing Communists from exploiting unrest in Asia and Africa. The movements for national freedom in Asia and Africa are, he said, a symptom of the fact that these countries cannot be kept any longer in a state of political and economic dependence.

Mr. Erlander mentioned the support given by the ICFTU to the trade union movement in economically under-developed countries. In this manner, he declared, the ICFTU was fulfilling its chief aim of creating solidarity among working people the world over.

Canadian Labour

Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour and a member of the Canadian delegation to the congress, said that the trade union movement in Canada attached great importance to immigration problems and was making great efforts to solve them in the way best for all concerned. He urged intimate collaboration between governments

and workers' organizations, not only in the countries which receive immigrants, but in those from which the emigrations take place.

Mr. MacDonald also urged larger grants to the Confederation's fund for under-developed countries. He said the Fund's three-year program, due to be completed in July 1954, would have to be continued.

Mr. MacDonald is a member of the ICFTU executive board.

George Meany, President of the American Federation of Labor, told the congress that fear of widespread unemployment was still one of the nightmares of the world's workers. This fear, he said, has increased during the past few months as a result of the slackening rate of armament. Therefore, it was necessary for the free trade union movement to take effective steps on domestic and international levels to insure full employment.

Mr. Meany also referred to the necessity of offering the economically under-developed countries an alternative to communism, and called for the establishment of free trade unions in those countries, independent of all government control.

In a debate on economic problems, Walter Reuther, President of the Congress of Industrial Organizations, said that free labour must meet its historic responsibilities by advancing broad economic, social and political programs and policies which reflect the needs of the whole community. Labour, acting alone as a narrow economic pressure group, can no more solve its problems than one nation, acting alone, can solve the world's problems, he said.

Compelling Problem

"The most compelling and challenging problem faced by the free world is the achievement and maintenance of full employment and full production in peace time. The world has demonstrated time and again the ability to achieve full employment and full production in turning out the weapons of war.

"We must show equal courage and determination to achieve and maintain full employment and full production for the positive ends of peace, making the good things of life for people," he declared.

During the congress a telegram was sent to President Eisenhower of the United States asking for action aimed at the release of German workers imprisoned

during the revolt of June 17, and for a formal protest before the United Nations against Soviet "violation of human rights and freedom of association" in the occupied zones. The telegram was signed by Mr. Meany and Mr. Reuther and was unanimously supported by all 400 delegates to the congress.

The congress adopted a resolution declaring that labour organizations in Yugoslavia "do not come up to the principles of free trade unions expressed in the constitution and declaration of the ICFTU".

Other resolutions condemned the racial policies of the Malan Government in South Africa and the policies of the French Government in Tunisia; urged self-government for various colonial territories; demanded political, economic and social reforms in Kenya; and expressed opposition to the establishment of a Central African Federation without the consent of the African population.

Other Resolutions

The congress also adopted resolutions dealing with aid to under-developed countries; trade union education in Latin America, the West Indies, the Near and Far East and in Africa; the establishment of an International Trade Union College; firmer action by the ILO; full employment; peace and democracy; human rights; international migration; minimum wages; equal pay for equal work; and improvement of wages and working conditions in low-wage areas of the world.

Canada was represented at the congress by officials of the Trades and Labour Congress and the Canadian Congress of Labour. Representing the TLC were Claude Jodoin and Carl Berg, both Vice-presidents of that organization, and Frank Hall, Vice-President of the Brotherhood of Railway and Steamship Clerks.

CCL Delegation

Mr. MacDonald headed the CCL delegation, which included Harry Chappell, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers; William Mahoney, Assistant Canadian Director of the United Steelworkers of America; and Harold Daoust, Canadian Director of the Textile Workers Union of America. Martin Levinson, director of the CCL's Department of International Affairs, accompanied the delegation as an adviser.

The delegation from the United States included officials of the AFL, the CIO and the United Mine Workers of America.

The AFL group, headed by Mr. Meany, included James C. Petrillo, President of the American Federation of Musicians of the United States and Canada; Elmer Walker, Vice-president of the International Association of Machinists; Harry C. Bates, President of the Bricklayers' International Union of America; A. Shoemaker, Secretary-Treasurer of the Brotherhood of Maintenance of Way Employees; William C. Doherty, President of the National Association of Letter Carriers; William J. McSorley, President of the International Union of Wood, Wire and Metal Lathers; George Delaney, AFL international representative in Germany and Austria; Irving Brown, AFL representative in Europe; and Jay Lovestone, secretary of the AFL Free Trade Union Committee.

The CIO delegation was headed by Mr. Reuther and included James B. Carey, Secretary-Treasurer of the CIO and President of the International Union of Electrical Workers; David J. McDonald, President of the United Steelworkers of America; Jacob S. Potofsky, Chairman of the CIO International Committee and President of the Amalgamated Clothing Workers of America; L. S. Buckmaster, President of the United Rubber Workers of America; Michael Quill, President of the Transport Workers Union of America; Joseph Curran, President of the National Maritime Union of America; James Thimmes, Vice-president of the United Steelworkers; O. A. Knight, President of the Oil Workers' International Union; and Michael Ross, Director of the CIO's Department for International Affairs. Victor Reuther, alternate member of the ICFTU Executive Board and CIO European Representative, and G. T. Nunn of the United Automobile Workers accompanied the delegation.

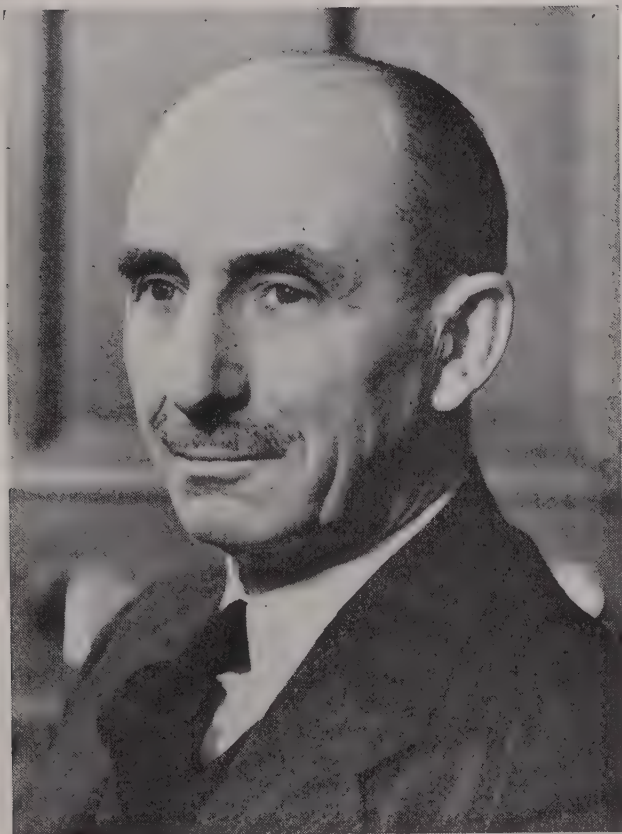
Representatives of the United Mine Workers of America with the United States delegation were Fred Gullick, Secretary-Treasurer of UMW's District 5 and August Lippi, President of District 1.

Reorganization Move

In a reorganization move, the congress voted to increase the number of members of the ICFTU Executive Board from 19 to 25.

Omar Becu of Belgium, General Secretary of the International Transport Workers Federation, was elected President of the ICFTU, to succeed Sir Ernest Tewson, General Secretary of Britain's Trades Union Congress.

Labour Day Messages



Hon. Milton F. Gregg
Federal Minister of Labour

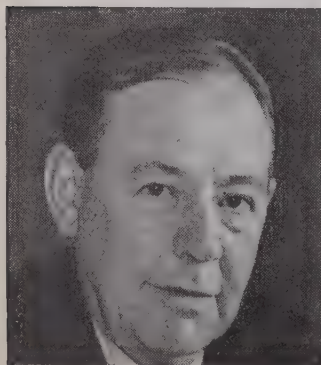
Although Organized Labour down through the years has championed a great variety of worthy causes in every field of human endeavour, all these efforts have had in common one basic objective—equality of opportunity for all. Thus it is appropriate, I think, that on Labour Day we consider those areas of intolerance which deny the right of any of our people to share in the benefits which are offered by the great social and economic advances of recent years.

Discrimination in employment because of race, colour or religion is an ugly thing which Canadians as a democratic people cannot condone, and legislation, outlawing discrimination in employment in industries within federal jurisdiction, was passed this year by Parliament without a dissenting voice. But such legislation, to have real and lasting effect, must have the moral support of the Canadian community—of employers, of trade unions, and of every individual who truly believes we all have equal rights before man as before God.

Further, discrimination in employment is not always of a nature which would suggest solution by legislation. Older workers and physically-handicapped workers too often find it difficult, if not impossible, to obtain employment even though they are ready and able to work. Fortunately, a great many employers in all parts of Canada, fully supported by trade unions, in recent years have modified their employment policies and opened their doors to older workers and the handicapped, and by their example and fruitful experience have greatly widened the employment horizon for workers in these categories. But much still remains to be done.

In the final analysis, the solution to the problems of discrimination lies in education. Here each one of us can help. Not only through the organizations to which we belong but in our daily associations with others we can do much to encourage tolerance if we do no more than remind our friends and fellow workers now and then that the practice of the Golden Rule—to do unto others as we would be done by—will make our country a better place to live for all.

Percy R. Bengough
President, Trades and Labour Congress of Canada



I am very pleased to extend, through the medium of your publication, Labour Day Greetings to your readers and to the officers and members of affiliated unions. Labour Day this year is a particularly important date in the history of The Trades and Labour Congress of Canada. We are celebrating our 80th birthday.

Eighty years is a long time. It is worth looking back over the years of effort which were put in by our predecessors in this movement and appreciating how they made good use of this national Congress of affiliated organizations which was created by them for the purpose of promoting legislation in the interests of organized labour and to assist in the raising and safeguarding of social and economic standards of working people through organization.

These have been 80 years of real progress. We in the labour movement can very justifiably celebrate on this Labour Day, having in mind the very great measure of success which has crowned the efforts of our brothers and sisters of earlier generations and of the present generation. Nationally and provincially we today enjoy very many of the labour and social laws which our predecessors visualized when they established this Congress in 1873.

One thing we should not forget on this Labour Day is that it took real effort and sustained effort to get the changes in laws and administrative practices which we now take almost for granted. None of the new laws and improvements which have been achieved during the last 80 years was a gift to the workers from benevolent governments; none fell out of a tree. The first convention of the Congress in 1873 asked for the establishment of a Bureau of Labour and Statistics. Nearly 30 years later the Federal Department of Labour was created. The same founding convention requested a conciliation law which would serve to settle industrial disputes and reduce industrial discord to a minimum. The first federal conciliation act was passed 30 years later, in 1903. Thirty years is a very extended period in which to maintain enthusiasm, interest and effort in a campaign for new legislation; but the officers and members of our affiliated organizations who went before us were able because of their courage, far-sightedness and perseverance to bring their long campaigns to successful conclusions; and we are the direct beneficiaries.

One of the early successes of our movement was the proclamation of Labour Day as a statutory public holiday. The law was passed in 1894. Next year we will be celebrating our 60th Labour Day in Canada.

The foundations and principles laid down for this Congress 80 years ago have proved beyond any doubt to have been sound and enduring. Our affiliated membership has

grown steadily throughout the period. There weren't very many trade unions or trade union members in this country in the 1870's. There were a few more in the 1880's. The numbers grew more rapidly as we reached the end of the nineteenth century and entered the twentieth. Each succeeding decade of the present century showed increases. Today we are over five hundred and fifty thousand strong, the Greatest Canadian Family of producers and consumers wielding extensive influence upon public opinion and governmental attitudes.

The growth of affiliated membership really means the growth of the memberships of affiliated organizations. The increased influence of the Congress has paralleled the economic strength of our affiliates. They have been able in all parts of Canada to gain higher wages and salaries, shorter working days and working weeks, and improved working conditions; and these are written down in legal, binding collective agreements between the individual unions and the employers. The laws under which these agreements are reached and administered were obtained through the efforts of The Trades and Labour Congress of Canada. The Congress spearheaded the campaigns for these laws federally; the Congress's provincial federations of labour and provincial executive committees did the parallel job in the provinces.

A further growth within the Congress which has shown the same forward expansion in all parts of Canada during this 80-year period are our trades and labour councils. The first of these councils was formed in Toronto in 1871. Now there are nearly 70 throughout Canada. These are the pivotal organizations of our movement, for they provide the local meeting ground for the affiliated local organizations in the area where they can discuss and decide upon questions of immediate common concern and bring their full collective weight into the successful solution of their problems.

No law is ever wholly satisfactory; but once the principle has been established it is always possible through further influence and the best use of the experience gained in its application and administration to bring about further amendments. Viewed in this light we now have a substantial body of good labour and social legislation in Canada. On the social side, perhaps, the most important single items are Unemployment Insurance and Old Age Pensions. The Trades and Labour Congress of Canada is pressing to have both of these extended and improved; but we should remember at this time that, in both, the rights of the worker are well entrenched and the benefits of both are not provided to us as gifts but as well-earned payments to which we have contributed while we were gainfully employed.

Not all of the gains we have made through our movement have taken 30 years, as in the past, but we have one great job on our hands today which has taken 30 years of continuous effort already. I refer to the need for national health insurance. The Trades and Labour Congress of Canada has been pressing for such a plan for at least 30 years. It will continue to do so until a national scheme is in effect in Canada.

In all of the efforts put forth by our membership and their officers throughout these last 80 years they discovered that their need was for more and more organization. Gradually our organized strength grew and as it grew we became more successful in our quest for new and improved legislation and in our efforts to improve and maintain higher economic and social standards. Measured in these terms the struggle of our movement was against the entrenched forces of the employers and of those with vested privilege within our society. Today, however, we have a third force to contend with.

Today, as we enter upon the second 80 years of the life of our Congress, we must not only continue to wield our maximum influence upon public opinion and the attitude of government in order to gain the desired and wholly justifiable goals of organized labour, we must also grapple with enemies who seek to dominate and destroy our organizations from within. I refer in particular to International Communism which has for its goal the utter destruction of the free trade union movement in our country and throughout the free world wherever free unions exist.

We have much to celebrate on Labour Day in 1953. Our movement has made real progress. With the strength of our present and growing membership we can expect to make further gains in the direction desired by our affiliates. Let us remind ourselves when we are celebrating this year that one of the basic jobs we must all do well, now and in the future, is to keep our unions strong, well-organized and continually able and ready to serve the best interests of their membership.

A. R. Mosher

President, Canadian Congress of Labour



During the past year, considerable progress has been made in Canada, both in the field of labour organization and in labour relationships. Workers in increasing numbers are becoming organized in unions of their choice, and the right to organize and bargain collectively is being respected more widely than ever by industry.

From the standpoint of continued productivity, Canada's record has been highly satisfactory. The loss of time because of strikes or lockouts has been very considerably decreased, representing notable addition to the national income, as well as enabling Canadians generally to improve their standards of living.

The industrial expansion of Canada has been maintained at a high level, with new industries being established across the nation, and the confidence of

the investing public, both at home and abroad, has been shown by their willingness to participate in many new developments, tapping our natural resources and making new wealth available to our people.

It is very gratifying to me to note that legislation was adopted by the federal Government since last Labour Day outlawing discrimination on grounds of race, colour, creed or religion in all employment under federal jurisdiction, and that a House of Commons Committee has approved the principle of the voluntary check-off of union dues. The adoption by the Canadian railways of the check-off plan, following the settlement negotiated last year, has made this form of union security more generally acceptable than in the past. In short, unions are being recognized as important elements in the industrial system, and instead of opposing them, enlightened employers are finding that the unions perform a service which is reflected in production figures and harmonious relationships.

The outlook for employment in Canada appears to be favourable, in spite of the fact that certain industries are finding it difficult to carry on under present conditions. There is some difference of opinion as to the effect which cutbacks in defence production will have on Canadian industry, but this appears to have been largely discounted in advance, and there are good reasons for believing that our economic and industrial progress will continue.

In our present circumstances, there is no justification for any lack of employment at good incomes for Canadian citizens. We have probably a higher percentage per capita of skilled workers than any country in the world. We have abundant natural resources and technical and managerial ability. We also have a growing population, with increasing demands for goods and services. Obviously, nothing but our own failure to use our collective intelligence in handling our affairs would permit our nation to suffer a serious economic setback.

In any event, we have a whole structure of social security measures which were not in existence in the depression years and which would undoubtedly help to ward off a depression or cushion its effects. Unemployment insurance, family allowances, old age pensions, savings plans, minimum wages, and similar schemes, all help to maintain purchasing power and keep up demand for industrial products. The improvements in wages which labour unions have been able to obtain for their members are also an important factor in stabilizing the economic system of the nation. What has been achieved in this respect represents an important contribution toward the public welfare.

Canada is rapidly gaining an enviable status among the nations of the world, not only because of her productive capacity and her resources, which, if not unlimited, are much greater than could have been originally anticipated, but also because the Canadian people have shown a willingness to assume the burden of defence necessary for the preservation of freedom, and a generous attitude towards other countries in need of what Canada can supply. We are therefore justified in hoping and expecting that the world is becoming a better place in which to live, and that the evils of injustice, poverty and distress which have plagued the human race almost from the beginning of time are being abolished.

Gérard Picard, General President Canadian and Catholic Confederation of Labour

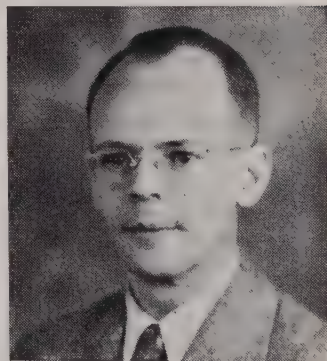
If the world sets aside one day each year for the glorification of labour, thanks are due to the happy initiative of the pioneers of labour organization. Labour Day is thus, mainly, the day of the organized workers, of all those who in order to obtain better living conditions for their fellow-workers have sometimes made great sacrifices.

Therefore, may Labour Day be, for the officers and members of our syndicates and for their families, a day of quiet happiness and of well-deserved rest during which they will not forget to give a few moments of thought to the deserving cause of the improvement of labour conditions.

It is good on this day to look back on the already long road which the workers have travelled since the first days of labour organization.

It is good to give thought also to the steps further to be taken in order that the workers may occupy in the community the place that is rightfully theirs.

These moments of thought will furnish everyone with new reasons to carry on the task with renewed energy and enthusiasm.



J. L. D. Ives Chairman, Railway Transportation Brotherhoods

The six international railway transportation brotherhoods—the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers and the Brotherhood of Maintenance of Way Employees—represented by the Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, approach Labour Day 1953 with a spirit of thankfulness and a fervent hope that the Armistice recently signed at Panmunjom will result in a real and lasting peace and the restoration of labour in Communistic-dominated countries to its proper sphere in the economic life of those countries.

We are inclined to think of Labour Day in terms of labour unions because the day was founded by labour unions long before the unions or Labour Day received official or public recognition. The significance of Labour Day is that honest work is honourable and dignified. Labour Day is symbolic of thousands of little advances, the accumulation of hundreds of concrete gains hammered out in legislative halls, law courts and at conference tables.

It has been truly said that Labour is everything that contributes to the progress of mankind; that workers have been responsible for all progress and will carry that responsibility until the end of time.

The failure of the individual worker to meet his responsibilities can lead to the weakening of a labour organization and eventually to the deterioration of working conditions and rates of pay. It is therefore most essential that each individual worker take an active interest in his labour organization.

Prior to the turn of the century labour had not achieved too much to celebrate. Workers were still struggling to win an effective place in industrial society. The struggle for recognition and for improvements in living standards produced virile unions and capable and aggressive leaders. Labour is free today because its pioneers had the courage and tenacity to make it free.



The six international railway transportation organizations have been continually in the vanguard in obtaining improvements in working conditions and wage rates as well as in promoting legislation beneficial, not only to members of those organizations, but to citizens as a whole. They will continue to co-operate in efforts to raise the living standards of workers and to improve the lot of our older citizens.

Accident Claims Increase In Federal Service

The number of claims for compensation for accidents occurring among federal employees during the fiscal year 1952-53 was higher than in the preceding year. The Department of Labour is now helping to conduct a safety campaign throughout the government services.

During the fiscal year 1952-53, there were 13,507 claims made to the provincial Workmen's Compensation Boards who, by arrangement, handle all such claims made under the Government Employees' Compensation Act, 1947, as amended. Total disbursements in compensation, medical aid and pensions amounted to \$1,438,824. In the previous fiscal year, there were 12,857 claims and disbursements of \$1,208,514.

Federal employees covered include classified civil servants and those employed on a prevailing rate basis, employees of most Federal Crown Corporations, boards and commissions.

Included among the accidents reported in the federal service during 1952-53 were: 2,526 caused while handling objects; 1,561 caused by flying objects or matter; 2,541 caused by stepping on or falling against objects; and 1,372 that were the result of employees falling down.

The commonest injuries occurring from accidents in the federal service were bruises, contusions and abrasions, 3,279 cases; sprains, strains, twistings or wrenchings, 2,739 cases; cuts, lacerations or punctures, 2,851 cases; and eye injuries, 1,535 cases.

The percentage of reported accidents among the government employees resulting in permanent disability or death was small. Only 54 of the accidents reported in 1952-53 resulted in death or permanent disability.

Greatest number of accident claims under The Government Employees Compensation Act came from the Department of National Defence, civilian side, amounting to 5,098, with the Post Office Department next having 2,397.

Annual Report on Strikes Ready for Distribution

Although the number of work stoppages resulting from industrial disputes in 1952

was less than the number occurring in 1951, time loss was more than three times as great, according to the annual report, *Strikes and Lockouts in Canada*, prepared by the Economics and Research Branch of the Department of Labour. Formerly issued as a supplement to the *LABOUR GAZETTE*, the report is published this year as a separate publication and is available from the Circulation Manager, Department of Labour, at a price of 15 cents.

In addition to containing material on strikes and lockouts in Canada, the report also contains information for certain other countries.

Industrial disputes in Canada that resulted in work stoppages declined from 259 in 1951 to 222 in 1952. The number of workers involved increased from 102,870 in 1951 to 120,818 in 1952. Strike idleness increased sharply from a loss of 901,739 days in 1951 to 2,879,955 days in 1952.

Many of the stoppages caused relatively little time loss, while comparatively few, of long duration and involving large numbers of workers, caused a very large proportion of the idleness. About 87 per cent of the total loss was caused by 36 stoppages involving more than 500 workers in each case.

During the period since the end of the Second World War, the demand for increased wages and related questions has been the central issue in the majority of stoppages. In 1952, this issue was responsible for 64 per cent of the stoppages, involved 86 per cent of the workers and caused 94 per cent of the total idleness, compared with an average for the six-year period, 1946-1951, of 57 per cent of the stoppages, 69 per cent of the workers and 86 per cent of the total loss.

The time loss in 1952 was distributed in the following industries: manufacturing, 63 per cent; mining, about three per cent (coal mining causing less than one per cent); logging, almost 13 per cent; fishing and trapping, four per cent; construction, 12 per cent; and transportation, less than three per cent.

Two Systems of Forced Labour Found to Exist in the World

United Nations-International Labour Organization committee releases report on forced labour based on enquiry that extended over 20 months

The existence in the world of two principal systems of forced labour has been disclosed by an enquiry, extending over a 20-month period, made by a special United Nations-International Labour Office committee. The committee's final report was released last month.

The first system is employed, the report states, "as a means of political coercion or punishment for holding or expressing political views, the second being employed for important economic purposes."

After a preliminary discussion of the committee's report, the ILO Governing Body threw its support behind a suggestion made in the report that an appeal be addressed to governments that maintain or might maintain systems of forced labour for political purposes "to re-examine their laws and administrative practices in the light of present conditions and the increasing desire of the peoples of the world to reaffirm faith in fundamental human rights and in the dignity and worth of the human person".

The *ad hoc* Committee on Forced Labour was established in 1951 by the Secretary-General of the United Nations and the Director-General of the ILO in accordance with decisions taken by the U.N. Economic and Social Council and the ILO Governing Body. Committee members were Sir Ramaswami Mudaliar, chairman; Paal Berg, former President of the Norwegian Supreme Court; and Enrique Garcia Sayan, former Foreign Minister of Peru.

The Committee said it had found "facts relating to systems of forced labour of so grave a nature that they seriously threaten fundamental human rights and jeopardize the freedom and status of workers in contravention of the obligations and provisions of the Charter of the United Nations."

These systems of forced labour, the Committee feels, "should be abolished to ensure universal respect for, and observance of, human rights and fundamental freedoms."

The report said that "a system of forced labour as a means of political coercion was found by the Committee to be estab-

lished in certain countries, to be probably in existence in several other countries, and to be possible of establishment in others."

Systems for Economic Ends

Systems of forced labour for economic purposes, the report declared, were "still found to exist in some countries or territories where a large indigenous population lives side by side with a population of another origin."

The Committee said that, while these systems jeopardized human rights less seriously, they were "no less a violation" of the United Nations Charter and the Declaration of Human Rights. Although such systems "may be found in different parts of the world," the report observed, "their nature and scope are not everywhere the same."

"These systems," it said, "—still found to exist in some countries or territories where a large indigenous population lives side by side with a population of another origin—most often result from a combination of various practices or institutions affecting only the indigenous populations, and involving direct or indirect compulsion to work, such as compulsory labour properly so-called, various coercive measures of recruiting, the infliction of heavy penalties for breaches of contracts of employment, the abusive use of vagrancy legislation, restrictions on freedom of movement, restrictions on the possession and use of land, and other similar measures."

For nearly 25 years, the report pointed out, the ILO has been striving to bring about the abolition of such practices and to improve the situation of indigenous workers. Conventions and Recommendations adopted by the ILO had "shown the way of advance". The Committee's investigation had revealed that many of the countries concerned had ratified these Conventions and accepted the Recommendations, and in several of these countries or territories progress was commendable inasmuch as many of these practices had either been eliminated or were gradually declining. But progress had not been as rapid elsewhere.

24 Countries Examined

The report disclosed that the Committee had studied allegations of forced labour and documentary material relating to 24 countries. The report examined the case of each of these countries in detail and summarized the Committee's findings in regard to each.

The Committee reached the conclusion, the report showed, that forced labour for political purposes existed in Bulgaria, Czechoslovakia, Romania and the Soviet Union. It found that forced labour was also employed in Bulgaria, Czechoslovakia and the Soviet Union for economic purposes. In the case of Romania, the report said that there was legislation which "might provide the basis for a system of forced labour for economic purposes".

The report said that certain powers enjoyed by the Government of Hungary "might constitute the basis of a system of forced labour for the purpose of political coercion," and that "the restrictions placed on freedom of employment, if rigorously enforced, might constitute the basis of a system of forced and compulsory labour imposed with a view to carrying out the economic plans of the State."

Certain "elements" in the situation in Poland, the report declared, suggested that legislation in that country "could be applied as a means of political coercion". It found also that there existed in Poland "a basis for a system of forced labour for economic purposes".

In regard to Spain, the Committee concluded that certain legal provisions in force "could be applied as a system of forced labour for political coercion or punishment for holding or expressing political views".

Allegations Unsubstantiated

The report said there was no evidence to substantiate allegations of forced labour in Argentina, Brazil, Chile, Colombia, Ecuador, France, Paraguay, Peru, the United Kingdom, the United States, and Venezuela, or in any of the territories administered by these States.

Portuguese legislation, the Committee said, prohibited forced or compulsory labour in principle, "but there are certain restrictions and exceptions in this legislation which permit the exaction of forced or compulsory labour." It found that "the labour of workers in San Tom   is of considerable economic importance to the territory and their situation appears to be similar to that of workers under a system of forced labour for economic purposes."

The report said that the native population of the Union of South Africa was compelled "to contribute by their labour to the implementation of the economic policies of the country, but the compulsory and involuntary nature of this contribution results from the particular status and situation created by special legislation applicable to the indigenous populations alone, rather than from direct coercive measures designed to compel them to work, although such measures, which are the inevitable consequence of this status, were also found to exist." It was "in this indirect sense, therefore," the report said, "that in the Committee's view a system of forced labour of significance to the national economy appears to exist in the Union of South Africa."

In the Territory of Nauru, under Australian administration, the report found, "breaches of labour contracts by Chinese and other non-European workers are punished as a criminal offence, and that such legislation, if abused or vigorously implemented, might lead to a system of forced labour for economic purposes."

The Committee said that in territories administered by Belgium, "indigenous mine workers are not forcibly recruited, but they are liable to penal sanctions for breach of contract, which might lead to a system of forced labour for economic purposes." Certain forms of compulsory labour, the report added, "might have some economic significance for the territory and might therefore lead to a system of forced labour for economic purposes."

Unable to Verify Allegations

The legislation of the Democratic Republic of Germany, according to the report, contains provisions referring to punitive and corrective labour. The Committee said, however, that it had been "unable to verify whether or to what extent this legislation is applied as a means of political coercion, as alleged." It said also that it had found that there were indications that certain laws were used "for the compulsory assignment of workers to enterprises important for the execution of state economic plans and, in particular, for the compulsory assignment of persons to work as miners." The report added that "if such legislation were widely applied it would lead to a system of forced labour for economic purposes."

The report said the enquiry had not revealed the existence in Latin America of a system of forced labour within the meaning of the Committee's terms of reference. It commented, however, that "if

the legislation concerning compulsory labour in Bolivia were extensively used it could result in a system of forced labour of some importance to the economy of that country."

The Committee's examination of allegations concerning territories administered by or associated with France disclosed no evidence of the existence of a system of forced labour within the meaning of the Committee's terms of reference, the report said.

The Committee came to the same conclusion in regard to the United Kingdom and the 12 territories under its administration. The report said, however, that the Committee had "observed that the Emergency Regulations in Malaya, if broadly interpreted and extensively applied (though there is no evidence that they have been so interpreted or applied), could lead to a system of forced labour as a means of political coercion, and that the Voluntary Unemployed Persons Ordinance in Kenya could be applied (although it appears that it is not at present so applied) in such a way as to result in a system of forced labour of some importance to the economy of Kenya."

Allegations Not Relevant

From its examination of the allegations concerning the United States, the Committee said, it appeared that most of the specific allegations "are not relevant to the Committee's terms of reference, or where they appear to be relevant, they are not substantiated by the evidence available to the Committee.

"In the two cases where there appears, *prima facie*, to be evidence of the existence of practices resembling forced labour, namely in connection with illegal Mexican immigrants ('wet-backs') and with certain instances of peonage, the Committee finds on further examination that these practices are directly outlawed, and it has no evidence to suggest that, when offences are brought to the knowledge of the United States Government, the laws are not enforced. For this reason the Committee concludes that these practices do not constitute forced labour within the meaning of its terms of reference.

"As regards vagrancy laws, however, the Committee noted that in some States the term 'vagrancy' is defined so broadly and the punishment for the offence is so severe that, if extensively interpreted and applied, it could lead to a system of forced labour for economic purposes in the States concerned."

Conclusions Concerning USSR

In summarizing its conclusions in regard to the Soviet Union, the Committee declared:—

"Given the general aims of Soviet penal legislation, its definitions of crime in general and of political offences in particular, the restrictions it imposes on the rights of the defence in cases involving political offences, the extensive powers of punishment it accords to purely administrative authorities in respect of persons considered to constitute a danger to society, and the purpose of political re-education it assigns to penalties of corrective labour served in camps, in colonies, in exile and even at the normal place of work, this legislation constitutes the basis of a system of forced labour employed as a means of political coercion or punishment for holding or expressing political views and it is evident from the many testimonies examined by the Committee that this legislation is in fact employed in such a way.

"Persons sentenced to deprivation of liberty by a court of law or by an administrative authority, particularly political offenders, are for the most part employed in corrective labour camps or colonies on large-scale projects, on the development of mining areas or previously uncultivated regions, or on other activities of benefit to the community, and the system therefore seems to play a part of some significance in the national economy.

"The Committee has not been able to arrive at any definite conclusions as to the number or location of the corrective labour camps and colonies; much less has it been able to assess how many persons are detained in them.

"The Committee refrained from drawing any conclusions in connection with the mass deportations referred to in the allegations, in some cases because they were stated to have taken place in a relatively distant past, in others because it was not established that they were accompanied by forced labour, and in others again because the Committee did not have sufficient information to come to the conclusion that they actually occurred.

"Soviet legislation makes provision for various measures which involve a compulsion to work or place restrictions on the freedom of employment; these measures seem to be applied on a large scale in the interests of the national economy and, considered as a whole, they lead, in the Committee's view, to a system of forced or compulsory labour constituting an important element in the economy of the country."

In its conclusions concerning Bulgaria, the Committee found:—

"That Bulgarian penal legislation could constitute the basis of a system of forced labour aiming at the political correction and re-education of those opposed to the political ideology of the Government.

"That, furthermore, Bulgarian administrative law makes provision for a system of detention with compulsory labour imposed by the administrative authorities; that the law is expressly aimed at the opponents of the established political order and that the application of this law results in a system of forced or corrective labour employed as a means of political coercion....

"That, in the interests of the national economy and to ensure the fulfillment of the country's economic plans, provision is made under Bulgarian legislation for recourse to be had, when necessary, to various methods of constraint in order to obtain and allocate a labour force (mobilization of labour and industry, compulsory transfer of workers, creation of labour reserves, restrictions on freedom of employment) and that this constitutes the basis of a system of forced labour of appreciable economic importance."

Findings in Czechoslovakia

In summarizing its conclusions concerning Czechoslovakia, the Committee reported:—

"That Czechoslovak penal and administrative law is expressly directed against 'class enemies' and against 'a hostile attitude' towards the Government or its ideology; that offences are broadly and 'flexibly' defined; that persons who manifest or 'intend' to manifest their opposition to the regime by committing offences, however insignificant, are subjected to penalties accompanied by forced labour and, more particularly, to detention in forced labour camps; that the purpose of these institutions is the political re-education and correction of such persons; and that this constitutes a system of forced or corrective labour employed as a means of political coercion and punishment for holding or expressing political views....

"That, to implement the economic plans and policy of the Government, Czechoslovak legislation makes provision for a number of measures to be taken in connection with the mobilization and assignment of labour, that these measures appear to be accompanied, where necessary, by coercion, and that they therefore constitute a system of forced labour for economic purposes;

"That it has not been possible to establish whether Czechoslovak citizens are deported to the Soviet Union for compulsory labour."

In its findings concerning Romania, the Committee said:—

"That Romanian penal and administrative laws—in particular Decree No. 187 of 1949—provide the basis for a system of forced labour as a means of political coercion or 're-education' of those opposed to the Government;

"That to fulfill the country's economic plans, Romanian legislation of a non-penal character empowers the administrative authorities to call up any able-bodied person to remedy a shortage of manpower required to carry out important State tasks, and to recruit large numbers of young persons for vocational training and thereafter for a minimum of four years' work in the factories or plants to which they are assigned, and that this legislation might provide the basis for a system of forced labour for economic purposes."

General Conclusions

In a series of "general observations" in regard to its findings, the Committee said that a system of forced labour as a means of political coercion "was found to exist in its fullest form and in the form which most endangers human rights where it is expressly directed against people of a particular 'class' (or social origin) and even against political 'ideas' or 'attitudes' in men's minds; where a person may be sentenced to forced labour for the offence of having in some way expressed his ideological opposition to the established political order, or even because he is only suspected of such hostility; when he may be sentenced by procedures which do not afford him full rights of defence, often by a purely administrative order; and when, in addition, the penalty of forced labour to which he is condemned is intended for his political 'correction' or 're-education', that is, to alter his political convictions to the satisfaction of the government in power.

"Such a system," the Committee declared, "is, by its very nature and attributes, a violation of the fundamental rights of the human person as guaranteed by the Charter of the United Nations and proclaimed in the Universal Declaration of Human Rights. Apart from the physical suffering and hardship involved, what makes the system most dangerous to human freedom and dignity is that it trespasses on the inner convictions and ideas of persons to the extent of forcing them to

change their opinions, convictions and even mental attitudes to the satisfaction of the State.

"The Committee has also found that the systems of forced labour as a means of political coercion are applied with varying degrees of intensity in a number of countries, but it has observed in the trend of the laws and the aims and purposes of legislative enactments and administrative practices a tendency for countries which have less severe systems to approximate them to the more severe described above. The possibility of the extension of this system of forced labour as a means of political coercion to other countries or territories where unsettled conditions may prevail cannot be ignored.

"The Committee feels that an earnest appeal should be addressed to all Governments concerned to re-examine their laws and administrative practices in the light of present conditions and the increasing desire of the peoples of the world 'to reaffirm faith in fundamental human rights (and) in the dignity and worth of the human person'."

The enquiry had revealed, the report continued, that while the forms of forced labour contemplated in the ILO Conventions were virtually in relation to 'indigenous' inhabitants of dependent territories, the systems of forced labour for economic purposes found to exist in some fully self-governing countries (where there was no 'indigenous' population) raised new problems and called for action either by the countries concerned or at the international level.

"Such systems of forced labour affecting the working population of fully self-governing countries," the Committee noted, "result from various general measures involving compulsion in the recruitment, mobilization or direction of labour....

"The Committee has come to the conclusion that, however attractive the idea of using such methods with a view to promoting the economic progress of a country may be, the result is a system of forced labour which not only subjects a section of the population to conditions of serious hardship and indignity, but which must gradually lower the status and dignity of even the free workers in such countries. The Committee suggests that, wherever necessary, international action be taken, either by framing new Conventions or by amending existing Conventions, so that they may be applicable to the position regarding forced labour conditions found to exist among the workers of fully self-governing countries."

Methods of Procedure

In carrying out its survey, the Committee endeavoured to obtain information by three principal means—the transmission of a questionnaire to all governments, the assembling of documents and evidence which had been brought to the knowledge of the Economic and Social Council, and by inviting non-governmental organizations and individuals to submit relevant information and documentation. A large group of witnesses was heard.

Replies to the questionnaire were received from 48 Governments. Thirty-three Governments did not reply.

After making a preliminary survey of the material which it had collected, the Committee decided to confine its detailed study to those countries or territories concerning which allegations regarding the existence of forced labour had been made, either in the Economic and Social Council, or subsequently by organizations or individuals.

The report said the Committee was well aware that, in adopting this limitation of the scope of its enquiry, the results it would achieve would be incomplete.

In consequence, the Committee studied the allegations and documentary material relating to 28 countries. The report explained, however, that the Committee was not able to complete its study of the allegations relating to Albania and the People's Republic of China because documentary material relating to them had not been cited or submitted and could not be obtained by the Committee. The Committee also decided, the report said, not to pursue further its study of the allegations regarding the British Occupation Zone of Germany or Japan "since these allegations were either imprecise or referred to conditions of military occupation which no longer existed."

The Committee's study was therefore confined to 24 countries.

To each of these countries the Committee sent a letter transmitting a summary of the allegations that had been made concerning it, and requesting the comments of the Governments concerned. By May 20, replies had been received from the Governments of Australia, Belgium, Bolivia, France, Peru, Portugal, Spain, the Union of South Africa, the United Kingdom, and the United States. No comments or observations had been received on that date from Argentina, Brazil, Bulgaria, Chile, Colombia, Czechoslovakia, Ecuador, the Democratic Republic of Germany, Hungary, Paraguay, Poland, Romania, the Soviet Union and Venezuela.

Czechoslovakia, Bulgaria Pass New Forced Labour Laws

Almost at the same time as a special United Nations-International Labour Organization was making public a report on forced labour (see above), in which Czechoslovakia was named as one country in which forced labour exists, that country issued a new decree providing stiff penalties for unjustified absenteeism and ordered 4,000 officials and members of the Czechoslovak Trade Union Federation into the country's coal mines.

Under the decree on industrial absenteeism, a worker who stays away from his job one day without justification will be reprimanded by his employer and by union leaders. If he stays away two days the reprimand will be made publicly before his fellow workers. Absence for three days will result in demotion to lower-paid work and four days' absence will be punishable by a special trade union court. This could mean dismissal, a fine or an even stiffer penalty.

One week after publication of the Czechoslovakian decree, it was learned that Bulgaria, also named in the report on forced labour, has enacted a law whereby workers who leave their jobs without permission or an apprentice who quits his professional school face imprisonment and heavy fines.

The law stipulates that a worker in state, co-operative or public enterprises may not leave his job without permission of the manager and provides that if he does so he will be punished with two to four months' imprisonment or term in a labour camp. An apprentice who "arbitrarily leaves his professional school will be excluded from all Bulgarian schools, will be sentenced to either one year of forced labour in the state labour camps or will be fined to repay all the costs to the state for his education."

Poland's Miners Told: "You're in the Army"

Coal miners in Poland have been told that they should consider themselves as members of the army.

"The miners are a great army, and the administration is the non-commissioned, junior and senior officers of that army," said Polish Prime Minister Boleslaw Bierut in a recent address to party and economic activists of the country's coal industry.

"There must be discipline in an army," the premier continued. "Without discipline the armies lose their fighting strength. In mining there must be discipline—an honest, conscious, hard mining discipline. Without it the mining industry will not fulfil the great tasks facing it.

"In an army there must be respect for the commander . . . In the mining industry there must be respect for the administration, which constitutes the commanding cadre of the mining industry . . .

"In an army there must be obedience to the commander's orders . . . In the mining industry there must be obedience to the instructions and orders of the lower, middle and higher administrations . . ."

The speech, published in the Polish newspaper *Trybuna Ludu*, reviewed past and present coal production and laid down

future objectives. The Premier said the coal produced in 1952 amounted to 84.5 million tons, an increase of 25 million tons over the amount produced in 1947. However, in 1952 the industry failed to reach its goal. Actual production was only 98.2 per cent of the year's target set by the country's Six Year Plan.

The greatest enemy of the fulfilment of the plan was the bad status of work discipline, said the Premier.

"It is a fact that we still have many cases of unjustified absence from work. It is a fact that this absence increases, for example, after the payment of premiums in accordance with the Miners' Charter. Therefore it must be clearly stated that the State granted privileges to the miners, contained in the Miners' Charter, not for the purpose of increasing absenteeism of miners after payment of premiums. On the contrary, the State granted the Miners' Charter in order to obviate absenteeism from work. Everyone should understand and know that the high wages, the privileges of the Miners' Charter, the allocated lodgings, and longer leaves are available only to conscientious and honest workers. Loafers, idlers, and brawlers will be deprived of these privileges," the premier said.

"It is a fact that the working hours are not sufficiently utilized and that there are many cases of leaving work too early, before the shift ends. This state of affairs cannot be tolerated. Iron control over the use of working hours must be instituted. Leaving work before closing time must definitely cease.

"Everyone should understand that a liberal, tolerant attitude toward those who are breaking work discipline is a transgression against the State, against the working class, against the interests of the miners, and against the needs of the nation."

Job Counselling for Older Workers

Canada's National Employment Service first state employment agency to recognize plight of older unemployed and offer special intensive counselling to such persons, states Dr. W. G. Scott, adviser to NES

Canada's National Employment Service of the Unemployment Insurance Commission was the first state employment service to recognize the plight of the older unemployed and to seek to remedy it through special intensive counselling, stated Dr. W. G. Scott, Adviser to the NES, in a speech to the Canadian Dietetic Association in Ottawa. This counselling was begun over five years ago, he said.

The aims of the project were to better understand the older workers who were jobless and to re-classify them, where necessary, into their most promising field of employment, explained Dr. Scott, who described the older worker without a job as part of a "frustrated, confused, defeated segment of society". In dealing with this group, courtesy was emphasized and the employment and academic successes and failures, the leisure time activities and the ambitions of the older workers were given every consideration, he stated. Dr. Scott pointed out that NES counselling was designed to help such workers evaluate themselves and to decide for themselves what jobs they preferred and were capable of doing.

Referring specifically to older workers who have been counselled, Dr. Scott stated that the large majority were "most stable" in their employment record; five years of continuous employment with one employer being the criterion used. He pointed out that the major problem of the older worker was economic; they needed employment to supplement their incomes. Dr. Scott added that the group as a whole was for the most part "disgustingly healthy".

To date, approximately 6,000 applicants have been counselled and some 4,000 have found permanent employment after counselling, the NES official added. He noted that a sample check of 20 per cent of those obtaining employment after coun-

selling, taken 18 months later, showed that 90 per cent were still employed at the same jobs.

In one case referred to by the speaker, a female applicant of 57 years who had been a competent stenographer up to the time of her marriage 30 years previously and who was accustomed to driving a car was encouraged by her counsellor to seek a position as a secretary-companion-chauffeur to a woman interested in travel. Within two days she had obtained such a position.

Another applicant noted by Dr. Scott was 67 years of age and was handicapped by deafness. During his counselling he revealed that he had at one time in his employment career been a skilled wood worker in the period when wooden railway coaches were constructed. Through NES, the applicant was able to obtain employment with a company building wooden partitions and proved to be most satisfactory to his employer.

Dr. Scott referred to still another case history in which the applicant, who was 69, had had 35 years experience with a national firm at a high salary. Upon being advised that his record fitted him for a position in which he could serve "as a resurrector of failing businesses", he obtained just such employment with a firm requiring assistance. Within three months of his appointment, the applicant had become vice-president of the firm in question, Dr. Scott noted. The speaker referred to several case histories of workers ranging in age from 48 to 80, all of whom were satisfactorily placed following counselling.

In 1952, the NES counselling services were extended to the West Coast, having originally been commenced in Toronto, December 1, 1947. The service was extended to Ottawa, Hamilton, London and Windsor in July 1949.

Study Finds "Scanlon Plan" Helps Maintain Harmonious Relationship

National Planning Association's tenth case study into the causes of industrial peace under collective bargaining describes stable union-management relationship in "highly volatile" machine tool industry

How management and the union, during eight years marked by periods of sharp contraction and rapid expansion in the industry, have progressed from an unsatisfactory start, followed by a long and costly strike, to a high quality of industrial peace which shows promise of continuing to benefit the company, the workers, and the public is unfolded in a case study of The Lapointe Machine Tool Company, of Hudson, Mass. The study is the tenth* in the series "Causes of Industrial Peace under Collective Bargaining" prepared for the National Planning Association, Washington.

The Company

The Lapointe Machine Tool Company produces a wide variety of broaches and broaching machines—precision machine tools for cutting interior metal surfaces. It does a complete job from the necessary machine design and engineering work to installing and testing the instruments.

To provide this complete service, which according to the report is unique in the industry, the company employs people for a variety of technical jobs as well as for factory work. Slightly more than 1,000 persons are on the payroll, 80 per cent of whom are factory workers.

While it is not necessary for everyone to be highly skilled in his occupation, virtually every worker must be able to read blueprints, use craftsmen's tools such as micrometers, set up and operate his machine, and have the capacity to take responsibility and show individual judgment in his work. As a result, the work tends to attract and develop an inquisitive

and self-reliant type of worker and the company has the reputation of being a good place to learn the trade.

The Union

Local 3536 of the United Steelworkers of America (CIO) won exclusive bargaining rights by a close vote after a vigorous but not bitter campaign. The union's governmental processes, it is stated, are democratic in nature. There is ample opportunity for the expression of majority will and deep respect for the rights and opinions of the critical individual. Members vote heavily on important issues and in elections for union office and many of them take a willing and active part in administering the union's day-to-day business.

Environment

Unlike several situations reported in previous case studies, the environment for peace in this company and its industry is not favourable, the special NPA Committee says in a statement on the case. Boom times or emergencies create sudden demands for a tremendous expansion of machine-tool capacity and for a great increase in skilled employees, followed usually by a sharp drop, even when high employment is continuing elsewhere.

The situation is made more difficult by the company's location in an area in which there is not a large reservoir of skilled machine-tool workers and there are few other machine-tool companies which could use the skills of laid-off workers.

Despite these unfavourable factors there is a high quality of industrial peace at Lapointe. The causes of this peace, states the committee, appear to be internal ones: "the attitudes and approach which have been developed as the parties to bargaining have faced problems and worked out solutions together."

*Case studies Nos. 1, 2, 3, 4 and 5 were published in the June 1949, issue of the *LABOUR GAZETTE*. Studies 6, 7 and 8 appeared in the March, April and December 1950, issues respectively, and No. 9 in the January 1952, issue.

Development of Relationship

Well-defined periods mark the evolution of the present relationship, beginning with the organization at the end of 1944 of the local union, followed by the industry-wide steel strike in 1946. This led to agreement by union and management to a co-operative approach to production problems, resulting in the adoption of the "Scanlon Plan", and finally the testing of the plan.

A period of probing and unrest followed the certification of Local 3536 as sole bargaining agent. There were many formal grievances, two going to arbitration and one erupting into a "quickie" strike. Considering the newness of the union-management relationship, however, relations were not unusually bad.

Matters were brought to a head with the general steel dispute in 1946. Workers at Lapointe went out on strike and remained on strike for 11 weeks—long after "Big Steel" had arrived at a settlement. The strike was an important factor in the development of future labour relations. Both parties learned at first hand the cost of a strike, and they have not forgotten it. Each was made aware of the other party's strength and a balance of power was established, which still exists. The strike drove home the fact that there were mutually unsatisfactory conditions which could not be corrected by domination or force. Both realized that it was necessary to have a different method of solving problems.

Relationship under Scanlon Plan

Change in union-management relationship came about in 1947 when both parties agreed to co-operate in working out production problems and to allocate gains created by the group effort on a share-and-share-alike basis. Assisted by Joseph N. Scanlon, a former union official now on the staff of the Industrial Relations Section of the Massachusetts Institute of Technology, a program of joint approach, known as the "Scanlon Plan", was embarked upon.

Crises tested and re-tested the relationship. At first all went well; then in 1948 one problem after another arose. The piecework system, which had caused a great many grievances—it did not provide the production wanted by management but did provide a basis for differential treatment—had been dropped and a bonus system put into effect. Productivity increased. Then business fell off. Management re-doubled its efforts to build up

sales and the union agreed that it was better to maintain a trained work force with no bonuses than for some workers to have bonuses while others were laid off.

Experience proved that production could be increased significantly under this plan but management was not entirely satisfied with the financial results. Bonuses were paid in good months but in bad ones management absorbed the full deficit. After full discussion by both parties the union agreed, despite a recently-signed contract, that a reserve should be set aside in good months to take care of the bad ones. If money remained in the reserve at the end of the year it would be paid out as a bonus at that time.

Both parties displayed an attitude of fairness and good faith. Production and earnings increased. Success in solving tough problems brought new confidence.

The committee states that by the end of 1948, "the new relationship—based on a balance of power, a common purpose of high output with fair sharing of the dollar results and a sense of fairness—was firmly established."

Benefits Gained

Since the first year of collective bargaining under the Scanlon Plan, employees at Lapointe have continued to gain benefits. Their regular base rates are higher than in any other firm in the Hudson labour market and have almost doubled since the union won bargaining rights in 1944. Their present average hourly earnings, including productivity bonuses, are higher than those paid by most New England firms and compare favourably with firms throughout the machine tool industry.

Suggestions and grievances are listened to and acted upon by management and by the union. Management gives information freely. Any issue can be brought up for discussion and criticism made in good faith is accepted as a constructive contribution towards improved productivity. The importance of the workers' efforts and ideas in solving production problems and in helping to train new workers is recognized throughout the organization.

Management is satisfied with the financial results; productivity and profit stability have increased. Operations in the plant are smoother as a result of the workers' understanding of the profit motive and their active and informal consideration of production problems. The possibility of costly strikes has been reduced.

The public, too, has gained from the stable, co-operative relationship through

the company's ability to expand production quickly. Following the outbreak of the Korean war, the company, operating in a labour market in which there was no large quantity of skilled labour to draw upon, expanded production in the period May 1950, to February 1951, by 100 per cent, in contrast to a 50-per-cent increase throughout the machine tool industry. A remarkable training job with "green" workers was made possible, it is stated, because management and the union "had learned to recognize, communicate, and do something about their common problems".

Stability of Relationship

Both the committee and the authors of the report agree that the relationship is likely to remain stable because it operates in the self-interests of all concerned—the company, the union and its members. Even if a strike should occur, although at present the possibility seems remote, the co-operative approach of the parties to their day-to-day problems has worked out so satisfactorily that they would, in all probability, return to that approach as soon as their collective bargaining differences were settled.

Parallels in Case Studies

While the relationship that is the subject of this study differs from some of those studied earlier, in that it has survived bad times as well as boom times and also in the more formal approach by management and union in a co-operative plan for the solution of production problems, the committee finds certain "significant" parallels common to all:—

1. There is full acceptance by management of the collective bargaining process

and of unionism as an institution. The company considers a strong union an asset to management.

2. The union fully accepts private ownership and operation of the industry; it recognizes that the welfare of its members depends upon the successful operation of the business.

3. The union is strong, responsible and democratic.

4. The company stays out of the union's internal affairs; it does not seek to alienate the workers' allegiance to the union.

5. Mutual trust and confidence exist between the parties. There have been no serious ideological incompatibilities.

6. Neither party to bargaining has adopted a legalistic approach to the solution of problems.

7. Negotiations are "problem-centred"—more time is spent on day-to-day problems than on defining abstract principles.

8. There is widespread union-management consultation and highly developed information-sharing.

The National Planning Association describes itself as "an independent, non-political, non-profit organization, where leaders of agriculture, business, labour and the professions join in programs to maintain and strengthen private initiative and enterprise".

Case study No. 10 was prepared for the NPA Committee on the Causes of Industrial Peace under Collective Bargaining by George P. Shultz and Robert P. Crisara of the Industrial Relations Section, Massachusetts Institute of Technology.

Precedent-Setting Pact Signed by CCCL, Department Store

A Montreal department store, Dupuis Frères, scene of a widely-publicized strike last year, has signed a collective agreement with the National Syndicate of Trade Employees (CCCL) which sets several precedents.

The company has agreed to pay family allowances for employees' children still attending school at 16 years of age, when government payment of the allowances stops.

The contract provides for a \$25 bonus to regular holiday cheques for employees with five years' service.

The company also agreed to a cumulative sick leave plan. When an employee retires, the company will pay him full time for unused sick leave, up to six months.

The contract also provides for the Rand formula for employees with three months' service, an adjustment in wage rates for employees with less than two years' service, general wage increases, a reduction of the work week to 37½ hours for store clerks and to 40 hours for mail order clerks, and abolition of the quota system for sales clerks.

Gérard Picard, General President of the CCCL, participated in the negotiations.

Mature, Productive Relationship Follows Long Period of Unrest

History of suspicion and friction between management and workers does not doom efforts to achieve mutually-profitable industrial peace, the National Planning Association reports in study of U.S. textile plant

A mature and productive collective bargaining relationship at a New England textile plant, which promises now to endure following 48 years of general unrest, is analysed in the National Planning Association's eleventh case study of the causes of industrial peace.

Relations between the American Velvet Company of Stonington, Conn., and Local 110 of the Textile Workers Union of America (CIO), the NPA reports, offer good evidence that a history of suspicion and friction between management and the workers does not doom efforts to achieve mutually profitable industrial peace.

Relations had been unsettled and even bitter from the plant's opening in 1892 until the end of a costly 16-month strike in 1939. A drastic change in 1940 to realistic collective bargaining, built on intelligent, conscientious and continuous efforts by management and union, has resulted in more money and steady growth for the company; full employment at good wages, plus a share in the profits, for the workers; economic, social and political gains for the community; and no strikes, work stoppages or arbitrations since the change.

The on-the-spot investigation at the American Velvet plant was made by George S. Paul, Director, Labour-Management Institute, University of Connecticut, at the request of the NPA Committee on the Causes of Industrial Peace Under Collective Bargaining.

Successful Profit-Sharing Plan

A main factor in the American Velvet relationship, it is stressed, is the success of the profit-sharing plan started at the suggestion of the company's owner and president in 1940. The plan is viewed by both parties not as a substitute for good wages or other benefits worked out by the union and company but as a means of equitably sharing the fruits of their labour. Wages before profit sharing are in line with those of the industry and the community—generally higher.

Although the plan has brought monetary returns to the workers, fluctuating from 11 per cent to 39 per cent of the worker's annual pay in the 12 years it has been in operation, a more important effect of the system, the committee and author of the study believe, is the development of the philosophy that "everyone will prosper or no one will". Workers and their union are as interested as management in new products and sales and co-operate in finding ways to cut costs, increase productivity and improve the general welfare of the business.

As to what will happen when there are losses to share, the workers say they have always shared losses in terms of unemployment. Both management and labour feel that their relationship and their profit-sharing plan will survive bad times if they come.

Although profit-sharing has provided the incentive for co-operation and for developing habits of working together, it could not alone have produced industrial peace, the committee states. "The basic reason for success of the plan and of the whole collective bargaining relationship is the responsibility and mutual respect which is demonstrated in everyday activities by management and the union. This democratic union has intelligent leadership guided by an active and interested membership. It has demonstrated to management an ability and willingness to carry its share of the load on a wide variety of problems. Management, led by its president, has convincingly proved to workers its sincerity in seeking ways to assure that the workers have security, well-being and dignity in their jobs and community."

Informality is Keynote

The size of the organization—the smallest so far studied in the series—creates an opportunity for close association between management officials and union members and a free exchange of advice and infor-

mation all through the working day, it is noted. Informality is the keynote throughout the plant—in management organization, disciplinary rules and regulations, grievance handling and in communications and consultation. Although the contract contains a standard four-step grievance procedure, no grievance has been reduced to writing or carried to the arbitration stage.

By reason of this informality it is difficult to determine how many grievances are settled at the various levels but they have been settled promptly. Some by-passing of management and union authority in both grievance handling and the communications process has occurred but the company is aware of this situation and is seeking to correct it through regular foremen's meetings.

Communications

A unique "Pops Committee", made up of past presidents of Local 110, serves as a top advisory group to management and the union on such problems as production, finance and labour relations. This advisory group has been effective and has contributed to industrial peace; both union and company respect and have confidence in its recommendations and opinions.

Rapid expansion and the development of new fabrics in the last ten years have created problems concerned with work loads and piece-work rates. A joint "Planning Board", composed of three management and three union representatives, was formed at a meeting of the Pops' Committee to study and investigate all inequities and to suggest adjustments. Like the Pops' Committee, this Board has authority only to recommend; normal labour-management procedures are followed in initiating its recommendations.

Future Outlook

As regards the outlook for the future, it is pointed out that both management and union recognize that the relationship may face difficult tasks, such as no profits to share or a change in ownership or top

management, but both believe that they can "meet such tests by continued application of the attitudes and methods that have built the present relationship".

Parallels with Previous Studies

The committee's appraisal of the underlying causes of industrial peace at the American Velvet Company show significant parallels to important factors found in the previous ten studies—studies of companies of various sizes in different parts of the United States, in the pulp and paper, glass, chemical, clothing, aircraft, steel and machine-tool industries. Among the causes of peace common to all are:—

1. Full acceptance by management of the collective bargaining process and of unionism as an institution. The company considers a strong union is an asset to management.

2. Full acceptance by the union of private ownership and operation of the industry; recognition that the welfare of the members depends upon the successful operation of the business.

3. A strong, responsible and democratic union.

4. The company stays out of the union's internal affairs; it does not seek to alienate the workers' allegiance to their union.

5. Mutual trust and confidence exist between the parties; there have been no serious ideological incompatibilities.

6. Neither party to bargaining has adopted a legalistic approach to the solution of problems in the relationship.

7. Negotiations are "problem-centred"—more time is spent on day-to-day problems than on defining abstract principles.

8. There is widespread union-management consultation and highly developed information-sharing.

It is the committee's intention to evaluate the extent to which these factors may be transferable to other industries and areas in a summary report to be issued after the series of "on-the-spot" studies is completed.

STRIKES AND LOCKOUTS IN CANADA, 1952

With Information for Certain Other Countries

Price: 15 cents

Contains a detailed list of strikes and lockouts occurring in Canada during 1952, together with tables showing time loss, workers involved, causes and results; and also information for certain other countries

Two States Enact Laws to Curb Racketeering on N.Y. Waterfront

New York and New Jersey move to correct notorious dockside situation at Port of New York. AFL also taking steps to clean up conditions

Twin bills designed to eliminate racketeering on the New York City waterfront were signed on July 1 by Governors Thomas E. Dewey of New York and Alfred E. Driscoll of New Jersey. The new legislation provides for a two-state commission and must be passed by the United States Congress before receiving final approval.

The New York District Council of the International Longshoremen's Association has voted to assess each union member in the port of New York \$5 for a fund to contest the laws. The assessment is being referred to each of the 65 ILA locals in New York and New Jersey that come under the Council's jurisdiction.

Patrick J. Connolly, ILA Executive Vice-president, said there were about 30,000 organized longshoremen in the port so that the maximum sum that could be collected would be about \$150,000.

The main features of the bills are: registration of longshoremen; the licensing of pier superintendents, hiring agents, port watchmen and stevedores; the abolition of "public loading" and the substitution of "employment information centres" for the "shape-up" system of hiring dock labour.

The new requirements are the result of a year-long investigation of the waterfront areas by the New York State Crime Commission. According to the legislation, the abolition of "public loading" would remove the paying of middlemen for work on the docks. Public loaders are groups of longshoremen who transfer freight from piers to trucks rather than between ships and piers, the usual work of the trade.

Under the "shape-up" system of hiring dock labour, longshoremen assemble daily before a hiring boss, who indicates the men who will work for the day. Governor Dewey has denounced the practice as "inhuman and degrading". This situation would be remedied by the establishment of "employment information centres". All longshoremen would be required to register and would be hired only through licensed hiring agents.

If congressional approval is granted, the two bills will become effective December 1 this year. Two provisions of the legislation are to become operative September 1.

These particular sections forbid loitering on the waterfront and prohibit any waterfront local from collecting dues and other fees so long as it employs a convicted felon who has not been pardoned or given a good conduct certificate.

The cost of the two-state commission is to be defrayed by an assessment of waterfront employers based on the size of their payrolls. The maximum assessment was set at two per cent and, pending such levies, the commission will function on funds provided by the two states.

During its investigations, the New York commission has made 71 indictments to date. At present, Joseph P. Ryan, President of the ILA, is under an indictment charging larceny of union funds.

Union Action

Prior to the passage of the New York-New Jersey legislation, union action had been taken to curb racketeering on the waterfront. In the first of a series of such moves, contract negotiations between the ILA and the New York Shipping Association were scheduled for June, two months in advance of the regular date. The New York district council of the ILA voted to begin the negotiations earlier than usual with a view to winning agreement on the abolition of the "shape-up".

The American Federation of Labor had insisted that steps towards the abolition of the "shape-up" be taken and that this method of hiring workers be eliminated by August 10. In addition, the district council instructed its affiliates to take immediate action towards the adoption of a code of "democratic union practices" which would meet with the approval of the parent body.

The new code affecting union practices will deal with such matters as rules governing membership meetings, the holding of elections and the submission of financial reports. Previously, union members, voting in a district council referendum, had voted by 7,020 to 3,920 to keep the present method of hiring in effect. The AFL executive council had threatened to recommend the union's expulsion at the annual convention next month in St. Louis, if

substantial progress towards reform had not been initiated by the August 10 deadline.

Among the major requirements laid down by the AFL executive council were the abolition of the "shape-up" and of the receipt by officials of the ILA and its locals of money payments from employers, the introduction of "democratic administration" in longshoremen's unions and the expulsion of union officials with criminal records.

George Meany, President of the AFL, stated, with regard to union officials who have criminal records, "it is our belief that any individual who has been convicted of a serious crime or crimes which would operate to his public discredit or to bring the trade union movement into disrepute or which would otherwise operate to render him unfit to fulfil his responsibilities as a union official and employee representative, should not be permitted to serve."

Mr. Meany added that "there are other officers and representatives of subordinate bodies of the ILA who, even though they do not possess a criminal record in its technical sense, nevertheless, by reason of their close association and dealings with known gangsters and racketeers, bring the entire labour movement into disrepute."

As far as receipt by union officials of gifts is concerned, the AFL President stated that "it is our belief that acceptance by union representatives of money payments from employers, although not amounting to bribery, may, depending upon the particular circumstances, lend itself to many evils and abuses, and often serves to discredit or otherwise disqualify a union representative from faithfully serving the best interests of his membership."

Previously, the ILA had refused to comply with the AFL ban on former convicts, arguing that it would only do so when the AFL itself placed such a restriction upon all its affiliates. The executive council's action was based upon the fact that it was not proper for a union that "had brought public disgrace upon itself and on organized labour" to dictate rules to the rest of the labour movement.

The AFL council does not have the constitutional power to suspend or expel the longshoremen's union without the concurrence of the annual convention of the Federation.

The present contract between the waterfront unions and the New York Shipping Association expires September 30. By beginning negotiations before this date, the wage committee gave itself three months in which to work out a new committee

system. The shipping association, representing 170 dock concerns, had announced its opposition to the "shape-up" and its support of an off-the-street hiring scheme.

Prior to the AFL ultimatum issued to the ILA, New York's maritime unions that are affiliated to the AFL formed a new organization through which to carry out waterfront reforms. The new association, called the New York Harbour Port Council, includes representatives from the Seafarers' International Union, the International Longshoremen's Association, the Radio Officers' Union, the Sailors Union of the Pacific, the Brotherhood of Marine Engineers, the Masters, Mates and Pilots of America, the Staff Officers Association and the International Brotherhood of Teamsters.

Among the problems selected for reform by the new group were the following: union democracy, crime, pilferage, the "shape-up", the activities of "loan sharks", "public loaders", work stoppages, the rehabilitation of former convicts and the licensing of waterfront workers.

Federal Steps

Prior to the recent steps taken by the AFL and the state governments concerned, it had been announced that federal legislation would be enacted to clean up the dock unions unless the labour body acted itself. Senator Charles W. Toby remarked during a hearing by a senate subcommittee investigating waterfront conditions that the Government might intervene with remedial legislation.

Apart from possible legislative action being taken by the federal Government, the National Labour Relations Board had already authorized its regional director in the New York and New Jersey area to turn over to the Federal Bureau of Investigation and the United States Attorney's office any information which would be of help in prosecuting either employees or employers guilty of crimes.

British Hiring Methods

It has been pointed out in New York by Viscount Waverley, Chairman of the Port of London Authority, that the substitution of a central labour registration system for a "shape-up" form of hiring has assured reasonably steady employment and a regular income for 23,000 longshoremen in the London area. Viscount Waverley added that all of London's 23,000 dock workers are registered with the National Dock Labour Board and that at least 16,000 of these are employed daily. Those for whom

(Continued on page 1195)

International Labour Organization

Two Recommendations Approved at ILO's 36th General Conference

One fixes minimum age for employment underground in coal mines at 16 years; the other proposes a series of measures to protect the health of workers in their places of employment. No conventions approved

Two Recommendations—the 96th and 97th in the history of the International Labour Organization—were approved at the 36th general conference of the ILO, which ended June 25. One fixed 16 years as the minimum age for employment underground in coal mines and the other proposed a series of measures to protect the health of workers in their places of employment.

No Conventions were approved at the session.

(ILO members are required to consider Recommendations with a view to giving them effect by legislation or other appropriate action. In contrast to Conventions, they are not subject to ratification.)

The conference was attended by 212 titular delegates—109 representing governments, 51 employers and 52 workers—and by 368 technical advisers. Observers brought the total participating in the session to 624.

In addition to the two Recommendations, the conference also approved a series of conclusions designed to provide the basis for a proposed Recommendation on holidays with pay that will be considered at the 1954 meeting.

During its three weeks of deliberations, the conference also:—

1. Debated the World Labour Report presented by ILO Director-General David A. Morse (L.G., June, p. 869) and heard an address by Mr. Morse in reply.

2. Adopted a budget of \$6,311,170 to finance ILO operations in 1954.

3. Approved an amendment to the ILO constitution increasing the size of the Governing Body from 32 to 40 members.

4. Approved a series of "observations and conclusions" regarding the organization and working of national labour departments.

5. Examined, and adopted a report on, the manner in which member countries are

observing their obligations in regard to the Conventions and Recommendations adopted at previous sessions.

During the debate on the Director-General's report, the conference was addressed by a large number of Ministers, including the Hon. Milton F. Gregg, Canada's Minister of Labour (L.G., July, p. 1014).

The Recommendation establishing 16 years as the minimum age in underground coal mining was approved by 183 votes to none, with one delegate abstaining. It calls upon member countries to put the minimum age into effect "as rapidly as national conditions allow" and proposes that young persons 16 and 17 years old should be employed in underground mining only in certain prescribed conditions.

The Recommendation setting forth measures to safeguard health in workplaces was approved by 194 votes to none, with no abstentions. In approving the Recommendation, the conference rejected a workers' proposal that it adopt a convention on the subject as well.

The Recommendation has five sections. One sets forth a series of technical measures to be taken by the competent authorities or by employers to reduce health risks. Another declares that national laws or regulations should contain special provisions concerning medical examinations for workers in occupations with special risks to health. A third urges that national laws or regulations should require the notification of cases and suspected cases of occupational disease. The fourth calls for the provision in workplaces of first aid and emergency treatment in case of accident or occupational disease, poisoning or indisposition.

The amendment to the constitution was adopted by 189 votes to none, with two abstentions. When the amendment is ratified by the required number of countries,

the size of the Governing Body will be increased from 16 government members, eight employers and eight workers to 20 government members, ten employers and ten workers. Of the 20 government seats, 10 will be allotted to the countries of chief industrial importance.

In his reply to the debate on his report, Director-General Morse spoke of the problems that may arise after the Korean hostilities end. "If there is a possibility that we may be entering upon a new period in the relations between states," he said, "we must be prepared to consider



Five Canadians photographed during an intermission at the 36th general conference of the International Labour Organization at Geneva. They are (left to right): Hon. Charles Daley, Ontario's Minister of Labour; Carl E. Berg, Vice-President, Trades and Labour Congress of Canada; Hon. Milton F. Gregg, Minister of Labour; Claude Jodoin, Vice-President, TLC; and Paul Goulet, Director, ILO Branch, Department of Labour, who was one of the two government delegates to the conference.

Facing page—The Canadian delegation to the conference. Front row (left to right): Allan C. Ross, Canadian Construction Association, employer adviser; Paul Goulet, head of the delegation; H. R. Pettigrove, Department of Labour, government adviser; Louis Fine, Chief Conciliation Officer, Ontario Department of Labour; Hon. Charles Daley, Ontario's Minister of Labour; Claude Jodoin, workers' delegate; Hon. Milton F. Gregg, Minister of Labour; Clyde E. Shumaker, Canadian Manufacturers' Association, employers' delegate; George V. Haythorne, Director, Economics and Research Branch, Department of Labour, government delegate; and Lucien Dorion, Vice-President, Canadian and Catholic Confederation of Labour, worker adviser. Back row (left to right): Howard T. Pammet, Department of Labour, secretary of the delegation; Carl E. Berg, worker adviser; James Morrison, United Mine Workers of America, substitute workers' delegate; Bruce Williams, government adviser; A. H. Balch, Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, worker adviser; Dr. Ernest E. Watkinson, Department of National Health and Welfare, government adviser; R. V. Robinson, CMA, employer adviser; H. M. Sparks, Canadian Chamber of Commerce, employer adviser; and James A. Brass, General Secretary, Railway Association of Canada, employer adviser.

Photos by Arni, Geneva



how the ILO can make its full contribution to the establishment of permanent peace."

Mr. Morse then suggested the contributions the ILO can make.

Given the earnest desire to understand the other man's point of view, and given good will towards all people under whatever social system they may live, I am convinced that international social problems arising from the existence of societies differently based can be solved in conditions of peace provided there is an open international forum in which differences can be reconciled and conflicting interests conciliated. The ILO can make a contribution to the maintenance of peace by offering such an international forum. This conference is that forum.

I suggest we should, while not encouraging in ourselves any illusions as to the real obstacles to peace which remain to be overcome, nevertheless begin to think in terms of the real problems of social policy which a slackening of the present world tension would bring us up against.

The major problems, he declared, were the threat of unemployment and the need to go on raising world productivity.

On the threat of unemployment he said: "We must avoid at all cost that people should have reason to associate in their own minds, even for a temporary period, the coming of peace with economic dislocation and unemployment."

On the need to raise world productivity he said: "The solution to problems in the drive to raise productivity must be sought largely on the industrial front. Good industrial relations are a guarantee of constructive co-operation both in increasing productivity and in securing an equitable distribution of its proceeds. Good industrial relations, as many speakers have pointed out, are not something which can be created by administrative decision or legal action. They may be assisted by governmental activity but their success depends upon the attitudes of the employers' and workers' organizations."

Mr. Morse made two statements on the purpose and function of the ILO. "It is not the purpose of the Organization," he said, "to preach monolithic uniformity, to dictate ideal solutions, or to impose a blue-print of social structure uniformly upon all countries. Its purpose is to help the governments and people in all countries work out solutions to their social problems."

(Earlier in the conference the United States employers' delegate, Charles E. Shaw, had expressed criticism of some phases of ILO operations. "The employers in my country view with great alarm," he said, "the adoption of an increasing number of conventions which, in effect, would regulate the internal affairs of citizens in member countries. It is our opinion that international treaties should be confined to the regulation of questions which involve international relations. The adoption of conventions with enforcement procedures which would regulate internal affairs of member nations is to set up a 'super-state'. If the long-range intent of the ILO is not to set up a 'super-state', then it should establish that fact by adopting recommendations and not conventions dealing with subjects that are primarily internal in nature. The United States employers recommended, at the last two conferences, that less emphasis be placed on conventions and more on the interchange of practical information and experience.")

On the function of the ILO Mr. Morse said: "We cannot too much emphasize that technical assistance is a complementary function to the setting of social policy standards. The ILO would be abandoning its mission if it were to become, as regards technical assistance, merely a clearing house for travelling experts."

In conclusion Mr. Morse declared: "It seems clearer to me now than ever before that if world democracy is to survive, then this Organization must be strengthened and must survive."

TEXTS OF RECOMMENDATIONS

Following are the texts of the two Recommendations approved at the 36th general conference of the International Labour Organization.

No. 96—Concerning the Minimum Age for Admission to Work Underground in Coal Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-sixth Session on 4 June 1953, and

Having decided upon the adoption of certain proposals with regard to the

minimum age of admission to work underground in coal mines, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this nineteenth day of June of the year one thousand nine hundred and fifty-

three the following Recommendation, which may be cited as the Minimum Age (Coal Mines) Recommendation, 1953:—

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

1. Young persons under 16 years of age should not be employed underground in coal mines.

2. Young persons who have attained the age of 16 years but are under 18 years of

age should not be employed underground in coal mines except—

- (a) for purposes of apprenticeship or other systematic vocational training provided under adequate supervision by competent persons with technical and practical experience of the work; or
- (b) under conditions determined by the competent authority, after consultation with the employers' and workers' organizations concerned, relating to the places of work and occupations permitted and the measures of systematic medical and safety supervision to be applied.

No. 97—Concerning the Protection of the Health of Workers in Places of Employment

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-sixth Session on 4 June 1953, and

Having decided upon the adoption of certain proposals with regard to the protection of the health of workers in places of employment, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-three the following Recommendations, which may be cited as the Protection of Workers' Health Recommendation, 1953:—

I. Technical Measures for the Control of Risks to the Health of Workers

1. National laws or regulations should provide for methods of preventing, reducing or eliminating risks to health in places of employment, including methods which may be applied, as necessary and appropriate, in connection with special risks of injury to health.

2. All appropriate measures should be taken by the employer to ensure that the general conditions prevailing in places of employment are such as to provide adequate protection of the health of the workers concerned, and in particular that—

- (a) dirt and refuse do not accumulate so as to cause risk of injury to health;
- (b) the floor space and height of workrooms are sufficient to prevent overcrowding of workers, or congestion owing to machinery, materials or products;
- (c) adequate and suitable lighting, natural or artificial, or both, is provided;
- (d) suitable atmospheric conditions are maintained so as to avoid insufficient air supply and movement, vitiated air, harmful draughts, sudden variations in temperature, and, so far as is practicable, excessive humidity, excessive heat or cold, and objectionable odours;
- (e) sufficient and suitable sanitary conveniences and washing facilities, and adequate supplies of wholesome drinking water, are provided in suitable places and properly maintained;
- (f) in cases where it is necessary for workers to change their clothing when

commencing or ceasing work, changing rooms or other suitable facilities for the changing and storage of clothing are provided and properly maintained;

- (g) in cases where the workers are prohibited from consuming food or drink at their workplaces, there is on the premises suitable accommodation for taking meals, unless appropriate arrangements exist for the workers to take their meals elsewhere;
- (h) measures are taken to eliminate or reduce as far as possible noise and vibrations which constitute a danger to the health of workers;
- (i) provision is made for the storage under safe conditions of dangerous substances.

3. (1) With a view to preventing, reducing or eliminating risks to health in places of employment, all appropriate and practicable measures should be taken—

- (a) to substitute harmless or less harmful substances, processes or techniques for harmful substances, processes or techniques;
- (b) to prevent the liberation of harmful substances and to shield workers from harmful radiations;
- (c) to carry out hazardous processes in separate rooms or buildings occupied by a minimum number of workers;
- (d) to carry out hazardous processes in enclosed apparatus, so as to prevent personal contact with harmful substances and the escape into the air of the workroom of dusts, fumes, gases, fibres, mists or vapours, in quantities liable to injure health;
- (e) to remove, at or near their point of origin, by mechanical exhaust, ventilation systems or other suitable means, harmful dusts, fumes, gases, fibres, mists or vapours, where exposure to them cannot be prevented in one or more of the ways prescribed in clauses (a) to (d) of this paragraph;
- (f) to provide the workers with such protective clothing and equipment and other means of personal protection as may be necessary to shield them from the effects of harmful agents, where other measures to protect the health of workers against these agents are impracticable or are not sufficient to ensure adequate protection and to instruct the workers in the use thereof.

(2) Where the use of protective clothing and equipment referred to in clause (f) above is necessary because of the special risks attaching to the occupation, such clothing and equipment should be supplied, cleaned and maintained by the employer; where such protective clothing or equipment may be contaminated by poisonous or dangerous substances it should, at all times when not required for use at work or for cleaning or maintenance by the employer, be kept in entirely separate accommodation, where it will not be liable to contaminate the ordinary clothing of the worker.

(3) National authorities should promote, and where appropriate undertake, study of the measures mentioned in subparagraph (1) of this paragraph, and encourage the application of the results of such study. Such studies should also be undertaken by employers on a voluntary basis.

4. (1) The workers should be informed—

- (a) of the necessity of the measures of protection mentioned in Paragraphs 2 and 3 above;
- (b) of their obligation to co-operate in and not to disturb the proper functioning of such measures; and
- (c) of their obligation to make proper use of the appliances and equipment provided for their protection.

(2) Consultation with workers on measures to be taken should be recognized as an important means of ensuring their co-operation.

5. (1) The atmosphere of workrooms in which dangerous or obnoxious substances are manufactured, handled or used should be tested periodically at sufficiently frequent intervals to ensure that toxic or irritating dusts, fumes, gases, fibres, mists or vapours are not present in quantities liable to injure health. The competent authorities should publish from time to time, for the guidance of all concerned, the available information regarding maximum allowable concentrations of harmful substances.

(2) The authority concerned with the protection of the health of workers in places of employment should be empowered to specify the circumstances in which it is necessary to test the atmosphere of such workrooms and the manner in which the tests are to be carried out. Such tests should be conducted or supervised by qualified personnel and, where appropriate, by qualified medical personnel who possess experience in occupational health.

6. The competent authority should draw the attention of employers and workers concerned, by all appropriate measures, for example by warning notices in places of employment, to the special risks to which the workers are exposed and to the precautions to be taken to obviate these risks.

7. The competent authority should provide for consultation at the national level between the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment and the employers' and workers' organizations concerned, with a view to giving effect to the provisions of Paragraphs 2, 3, 4, 5 and 6.

II. Medical Examinations

8. (1) National laws or regulations should contain special provisions concerning medical

examinations in respect of workers employed in occupations involving special risks to their health.

(2) The employment of workers in occupations involving special risks to their health should be conditional upon—

- (a) a medical examination, carried out shortly before or shortly after the worker enters employment; or
- (b) a periodical medical examination; or
- (c) both an initial medical examination and a periodical medical examination as in clauses (a) and (b) above.

(3) National laws or regulations should determine, or empower an appropriate authority to determine, from time to time, after consultation with employers' and workers' organizations concerned—

- (a) for which risks and in which circumstances medical examinations should be carried out;
- (b) for which risks there should be an initial medical examination or a periodical medical examination, or both;
- (c) with due regard to the nature and degree of the risk and of the particular circumstances, the maximum intervals at which periodical medical examinations should be carried out.

9. Medical examinations for the purposes of the foregoing paragraph should be carried out with a view to—

- (a) detecting as early as possible signs of a particular occupational disease, or of special susceptibility to that disease;
- (b) ascertaining whether, so far as risk of a particular occupational disease is concerned, there are medical objections to the employment or continued employment of the worker in a particular occupation.

10. (1) Where there are no medical objections to the employment of a worker in a particular occupation, so far as risk of a particular occupational disease is concerned, a certificate to this effect should be issued in a manner prescribed by the competent authority.

(2) Such certificate should be kept on file by the employer and made available to officials of the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment.

(3) Such certificate should be made available to the worker concerned.

11. The medical examinations should be carried out by a qualified physician who should possess, so far as possible, knowledge of occupational health.

12. Measures to ensure the observance of medical secrecy should be adopted in connection with all medical examinations and the registration and filing of related documents.

13. (1) Medical examinations made in accordance with this Recommendation should not involve the worker concerned in any expense.

(2) No deduction should be made from wages in respect of time lost for attendance at such examinations in cases in which the matter is dealt with by national laws or regulations; in cases in which the matter is

dealt with by collective agreements, the position should be as determined by the relevant agreement.

III. Notification of Occupational Diseases

14. (1) National laws or regulations should require the notification of cases and suspected cases of occupational disease.

(2) Such notification should be required with a view to—

- (a) initiating measures of prevention and protection and ensuring their effective application;
- (b) investigating the working conditions and other circumstances which have caused occupational diseases;
- (c) compiling statistics of occupational diseases; and
- (d) allowing the initiation or development of measures designed to ensure that victims of occupational diseases receive the compensation provided for such diseases.

(3) The notification should be made to the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment.

(15) National laws or regulations should—

- (a) specify the persons responsible for notifying cases and suspected cases of occupational disease; and
- (b) prescribe the manner in which cases of occupational disease should be notified and the particulars to be notified and, in particular, specify—

- (i) in which cases immediate notification is required and in which cases notification at specified intervals is sufficient;
- (ii) in respect of cases in which immediate notification is required, the time limit after the detection of a case or suspected case of occupational disease within which notification is required;
- (iii) in respect of cases in which notification at specified intervals is sufficient, the intervals at which notification is required.

16. Notification should provide the authority concerned with the protection of the health of workers in places of employ-

ment with such information as may be relevant and necessary for the effective performance of its duties, including, in particular, the following details:—

- (a) age and sex of the person concerned;
- (b) the occupation and the trade or industry in which the person is or was last employed;
- (c) the name and address of the place or last place of employment of the person concerned;
- (d) the nature of the disease or poisoning;
- (e) the harmful agent and process to which the disease or poisoning is attributed;
- (f) the name and address of the undertaking in which the worker presumes that he was exposed to the risk to which the disease or poisoning is attributed; and
- (g) so far as is known or can readily be ascertained by the person making the notification, the date of the beginning and, where appropriate, the cessation of exposure to the risk in each of the occupations, trades or industries in which the worker concerned is or has been exposed to the risk.

17. The competent authority should, after consultation with the workers' and employers' organizations concerned, draw up a list of notifiable occupational diseases or classes of cases, together with a symptomatology, and make from time to time such additions or amendments to the list of symptomatology as circumstances may require or as may be found to be desirable.

IV. First Aid

18. (1) Facilities for first aid and emergency treatment in case of accident, occupational disease, poisoning or indisposition should be provided in places of employment.

(2) National laws or regulations should determine the manner in which the above paragraph shall be applied.

V. General Provision

19. Where the term "national" is used in this Recommendation in reference to laws, regulations, or authorities, it shall be understood, in the case of a Federal State, to refer, as appropriate, to the Federal, State, provincial, cantonal or other competent governmental unit.

122nd Session of ILO Governing Body

Report that rights of trade unions being violated in Czechoslovakia is adopted. Statement of ILO views on full employment is approved

A report that the rights of trade unions were being violated in Czechoslovakia was adopted at the 122nd session of the Governing Body of the International Labour Organization which opened in Geneva May 26 but recessed for the sessions of the ILO general conference (see above).

The Governing Body went on record as noting that "the trade union organization

established by the legislation at present in force in Czechoslovakia is contrary to the principle of freedom of association contained in the Declaration of Philadelphia" now forming part of the ILO's constitution.

The Governing Body approved this statement in adopting a report of its Committee on Freedom of Association.

The report dealt with complaints against the Czechoslovak Government submitted

to the ILO by the International Confederation of Free Trade Unions and by the worker members of the ILO's Governing Body. The complaints alleged that various measures taken by the Czechoslovak Government constituted a violation of trade union rights.

A request by the Governing Body to the Government of Czechoslovakia, made March 9, that consent be given for referral of the case to the ILO's Fact-Finding and Conciliation Commission was not answered. However, the Czechoslovak Government declared that the commission was incompetent and unqualified to act independently on allegations regarding infringements of trade union rights.

The Committee on Freedom of Association considered this statement and recalled in its report that the fact-finding commission had been approved by the ILO's general conference in 1950. The report said that in these circumstances the committee maintained the conclusions set forth in its report.

The committee's conclusions were approved by 31 of the Governing Body's 32 members. One government member abstained from voting.

A statement of ILO views on full employment policy was approved by the Governing Body. This statement, to be presented to the Economic and Social Council of the ILO, included the following points:—

That governments and employers make a determined effort to improve methods of forecasting changes in economic activity and employment in order to be better prepared to anticipate new situations.

That governments keep in readiness well-formulated and varied plans for sustaining high levels of employment and that these plans should be designed so that appropriate policies can be brought into action quickly if unemployment suddenly becomes severe.

That it is desirable that there be an increased flow of capital from economically-developed countries to under-developed countries.

That attention be drawn to certain ILO Conventions and Recommendations proposing action designed to overcome frictional unemployment.

A proposed Program of Concerted Practical Action in the Social Field, drawn up by the secretary-general of the

United Nations in consultation with several of the specialized agencies, was examined by the Governing Body.

The members agreed to stress a statement made in the program that "governments are sometimes tempted to put too high a proportion of the available resources, national and international, into projects of economic development, and that investment in economic development, unaccompanied by requisite complementary social development, will not produce satisfactory results and may frequently produce disaster for the human beings by whom in the last analysis the economic development has to be carried out and for whom its benefits are intended."

The Governing Body also gave its support to a suggestion made by the *ad hoc* Committee on Forced Labour (see p. 1131).

Dag Hammarskjöld, recently-appointed Secretary-General of the United Nations, addressed the session and told the members of the Governing Body that the ILO had made a great contribution to the safeguarding of human rights. He said the common aim of both the United Nations and the ILO was "the welfare of men and peace among peoples".

The Secretary-General noted the "eminent part" being played by the ILO in the search for practical methods of increasing productivity. He expressed the hope that the ILO would "continue to give efficacious assistance to the modern world in finding a solution to the anxious problem which is raised by ever-increasing needs confronted with insufficient or insufficiently used resources."

Mr. Hammarskjöld commended the ILO for its participation in the work of technical assistance to under-developed regions. He recalled that since 1936, the ILO has been acting in this respect by means of regional conferences and technical meetings, supplemented by technical advisory missions and, in recent years, field offices for manpower and vocational training.

The Governing Body unanimously elected A. M. Malik of Pakistan as its chairman for a one-year term, succeeding Fernando Garcia-Oldini of Chile. Mr. Malik is Minister of Labour, Health and Works in the Pakistan government, and has been his Government's representative on the ILO Governing Body since 1951.



TEAMWORK in INDUSTRY

Functioning as an integral part of the training program, the LMPC at Canadian Tube and Steel Products Limited in Montreal has been actively engaged in presenting production ideas and helping to improve relations between labour and management. Through its activities, the LMPC has directly helped to bring about many production improvements and has also provided a general stimulus for other improvements not directly originating in committee meetings.

The main objectives of the committee are to reduce costs and to improve production and quality.

Co-operating with management in this LMPC is the bargaining agent, Local 2243 of the United Steel Workers of America.

* * *

"We feel that the committee (LMPC) serves a very useful purpose in providing an opportunity for a free expression of opinion and exchange of ideas between employer and employee. We believe that we are extremely fortunate in having a group which is capable of taking responsibility with mature judgment to work toward an ever improving organization." This statement, by F. K. Richan, Manager of Industrial Relations at the Canadian Radio Manufacturing Corporation in Leaside, Ont., summarizes the feelings of management about labour-management production committees after three years' experience.

Commenting on the scope and work of the LMPC, Mr. Richan has noted:—

"We deal quite regularly with items concerning safety, the cafeteria and snack bars, rest periods, transportation difficulties and a host of other items which can be a source of irritation to many employees if problems pertaining thereto are left unanswered.

"There have also been a number of suggestions made by employees which have been discussed at meetings and have been adopted with a reasonable degree of success. For instance, our entire employee suggestion plan for plant and office employees was developed through discussion on the subject at committee meetings. A display of company merchandise and the

handling of the resultant sales to employees is another item which developed out of committee discussions. Part of the responsibility for inaugurating our house magazine can be credited to the committee and quite often the committee acts as a trial group on policies or procedures which the company may propose for all employees at large."

The success of this LMPC has been achieved because of the continued support of the union representing the employees as bargaining agent. Locals 1589 and 1590 of the International Brotherhood of Electrical Workers represent the employees. D. E. Pass and V. H. Jones, Presidents of the locals, commenting on their experience with labour-management production committees said:—

"Labour-management committees are one of the greatest forward strides of the century in industrial and human relations.

"This is more than adequately proved by the fact that in an industry which has a good operating LMPC there are very few serious grievances regarding working conditions. Grievances are often a cause of lowered production and an alert committee can foresee and take action to prevent them, thus promoting the harmonious relations between management and employees which are so important to increased production.

"To do this, the employee representative must have the full confidence of his constituents. He must be very careful to see that he completely understands the point of view being presented by the employee; a mistake at this point can, in some circumstances, bring dissatisfying results to all concerned.

"Management too must be very understanding, for many excellent employees experience extreme difficulty in expressing their feelings in certain situations; as a result the employees' representative often finds it awkward to explain to the meeting the exact trouble; yet, unless understood and rectified, the trouble will remain.

"LMPCs are doing these things every day and provide an excellent example of co-operation."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued five certificates designating bargaining agents and ordered four representation votes. During the month, the Board allowed the withdrawal of two applications for certification and received four applications for certification.

Applications for Certification Granted

1. Association of Radio and Television Employees of Canada, on behalf of a unit of program, administrative and clerical employees of the Canadian Broadcasting Corporation (L.G., Feb., p. 239).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of radio station employees of CKOY Limited, Ottawa (L.G., June, p. 872).

3. International Brotherhood of Electrical Workers, Local 1318, on behalf of a unit of employees of Radio Station CJCH (Chronicle Co. Ltd.), Halifax (L.G., July, p. 1020).

4. National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, on behalf of second engineers and third engineers employed by Gulf and Lake Navigation Company Limited, Montreal, on the SS. *Birchton* and SS. *Cedarton* (L.G., July, p. 1020).

5. National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, on behalf of a unit of marine engineers below the rank of chief engineer employed by Lake Erie Navigation Co., Limited, Walkerville, Ont., on the SS. *Alexander Leslie*. (The application was received earlier in the month.)

Representation Votes Ordered

1. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, and National Association of Broadcast Engineers and Technicians, applicants, and Canadian Broadcasting Corporation, respondent (L.G., April, p. 574, and May, p. 697). The names of both applicant organizations will appear on the ballot.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and The Algoma Central and Hudson Bay Railway Company, respondent (L.G., May, p. 697).

3. United Packinghouse Workers of America, applicant, and Purity Flour Mills Limited, St. Boniface, Man., respondent, and Purity Flour Mill Workers' Federal Union, Local No. 53 (TLC), intervener (L.G., June, p. 872). The names of the applicant and of the intervener will appear on the ballot.

4. Seafarers' International Union of North America, Canadian District, applicant, and Hall Corporation of Canada, Montreal, respondent (L.G., July, p. 1020). The names of the applicant and of the United Mine Workers of America, District 50, Region 75, Local 13618, will appear on the ballot.

Applications for Certification Withdrawn

1. National Association of Marine Engineers of Canada, Inc., applicant, and Canadian Pacific Steamships Limited, respondent (L.G., July, p. 1020).

2. United Mine Workers of America, District 50, Region 75, Local 13735, applicant, and Hall Corporation of Canada, Montreal, respondent (L.G., June, p. 872).

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Lake Erie Navigation Co., Limited, Walkerville, Ont. (Investigating Officer: F. J. Ainsborough) (See above).

2. Federal Union Local 493 (TLC), on behalf of a unit of painters employed by Canadian Pacific Railway Company (B.C. Coast Steamship Service) (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. International Union of Operating Engineers, Local 857, on behalf of a unit of maintenance employees of Canadian National Railways employed in the Macdonald Hotel, Edmonton (Investigating Officer: G. R. Currie).

4. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed by The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. R. Currie).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June the Minister appointed conciliation officers to deal with the following disputes:—

(1) The Quebec Central Transportation Company, Sherbrooke, Que., and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Trépanier).

(2) Colonial Steamships Limited, Port Colbourne, Ont., and Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough).

(3) McCabe Grain Company Limited (Seed Plant), St. Boniface, Man., and Malt and Grain Process Workers, International Union of United Brewery, Flour,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

(4) Nova Scotian Hotel, Halifax, N.S., Canadian National Railways, and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: H. R. Pettigrove).

(5) Canadian Overseas Telecommunications Corporation (Clerical Employees) and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier).

(6) Purity Flour Mills Limited, Calgary, Alta., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

(1) Railway Express Agency, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., July, p. 1020).

(2) Canadian Overseas Telecommunications Corporation (Clerical Employees) and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier) (See above).

(3) Purity Flour Mills Limited, Calgary, Alta., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe) (See above).

Conciliation Boards Appointed

(1) Quebec Railway, Light and Power Company and National Catholic Transport

Brotherhood of Quebec, Inc. (L.G., July, p. 1021). The Board had not been fully constituted at the end of the month.

(2) Quebec Railway, Light and Power Company and Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (L.G., July, p. 1021). The Board had not been fully constituted at the end of the month.

Conciliation Board Reports Received

(1) Canadian National Newfoundland Steamship Service, Canadian National Railways (unlicensed personnel) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (L.G., May, p. 699). Text of the Board's report is reproduced below.

(2) Canadian National Newfoundland Steamship Service, Canadian National Railways (purser and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (L.G., May, p. 699). The text of the Board's report is reproduced below.

(3) Canadian National Newfoundland Steamship Service, Canadian National Railways and Canadian Merchant Service Guild, Inc. (L.G., July, p. 1022). The text of the Board's report is reproduced below.

Settlement following Board Procedure

(1) Canadian Overseas Telecommunications Corporation (operators), Montreal, and Overseas Communication Union, Local 272 (L.G., Jan., p. 54).

Report of Boards in Dispute between

Canadian National Newfoundland Steamship Service,

Canadian National Railways

and

Canadian Brotherhood of Railway Employees and Other

Transport Workers, Divisions 285 and 286

DIVISION 285

To the MINISTER OF LABOUR:

The undersigned were appointed by you as members of a Board of Conciliation to investigate and endeavour to conciliate the matters at issue between the parties; and, under letter dated May 19, 1953, you extended to June 30, 1953 the time for filing the Report of the Board as provided by the Industrial Relations and Disputes Investigation Act.

The Board held several hearings with the representatives of the parties at which evidence under oath was taken and written briefs and oral arguments were submitted by both sides on the issues remaining in dispute between the parties.

The Board now begs to submit the following unanimous recommendations:—

1. *Basic Wages.* The Board recommends for all personnel affected a wage increase of five per cent (5%) on the wage scale

applicable under the Collective Agreement between the parties which expired on December 31, 1952.

2. *Overtime Rates and Minimum Overtime Payments.* The Board does not recommend any change in the existing provisions of the agreement except that a 5 per cent increase be allowed on existing overtime rates.

3. *Sick Benefits.* The Board does not recommend any change in the existing provision with respect to Sick Benefit payments to employees.

4. *Retroactivity.* The Board recommends that the above-mentioned increase of wages be paid retroactively as from January 1, 1953.

The members of the Board were not satisfied that the Union had established its case for an increase in wages as such. However, all members of the Board were in agreement that the Unlicensed Personnel were entitled to some consideration by reason of the hours worked and the number of days on which, due to the nature of the service, they are continuously attached to the ship. As it is not feasible—because of difficulties in application arising out of the special requirements of the steamship operations—to recommend additional days of leave, the Board has awarded a wage increase in lieu of a shorter working week and additional time away from service on the ship.

The Board realizes that one or the other of the parties or possibly both may not find the recommendations of the Board satisfactory. Nevertheless, it expresses the hope that both may be prepared to accept

DIVISION 286

To the MINISTER OF LABOUR:

The undersigned were appointed by you as members of a Board of Conciliation to investigate and endeavour to conciliate the matters at issue between the parties; and, under letter dated May 19, 1953, you extended to June 30, 1953 the time for filing the report of the Board as provided by the Industrial Relations and Disputes Investigation Act.

The Board held several hearings with the representatives of the parties at which evidence under oath was taken and written briefs and oral arguments were submitted by both sides on the issues remaining in dispute between the parties.

The Board now begs to submit the following unanimous recommendations:—

1. *Basic Wages.* The Board recommends for all personnel affected a wage increase

On June 29, 1953, the Minister of Labour received unanimous reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between Divisions 285 and 286, Canadian Brotherhood of Railway Employees and Other Transport Workers, and Canadian National Newfoundland Steamship Service, Canadian National Railways, affecting unlicensed personnel, pursers and chief stewards.

The Boards were under the Chairmanship of Edmund J. Phelan, QC, St. John's, Newfoundland, who was appointed by the Minister on the joint recommendation of the other members of the Boards. The nominee of the company on both Boards was Frank J. Ryan and the union nominee on both Boards was James Higgins, QC; both are of St. John's, Newfoundland.

The texts of the Boards' reports are reproduced herewith.

this award as an honest attempt by the members of the Board to adjudge and adjust fairly matters on which the parties themselves hold such divergent views.

Dated the 27th day of June, A.D. 1953.

Respectfully submitted,

(Sgd.) E. J. PHELAN,
Chairman.

(Sgd.) JAMES HIGGINS,
Member.

(Sgd.) FRANK RYAN,
Member.

of five per cent (5%) on the wage scale applicable under the Collective Agreement between the parties which expired on December 31, 1952.

2. *Standby Wages.* The Board recommends that, while the vessel is laid up for overhaul at any time, all Pursers and Chief Stewards be employed in their usual capacities and at the usual rates of pay for their respective ranks on the vessel to which they are attached or in some similar employment with the Company. This provision is to apply to the actual period only during which the ship is undergoing customary overhaul and is not to be applicable to any period during which the vessel is out of service for any reason other than customary overhaul.

3. *Sick Benefits.* The Board does not recommend any change in the existing provision with respect to Sick Benefit payments to employees.

4. *Retroactivity.* The Board recommends that the above-mentioned increase of wages be paid retroactively as from January 1, 1953. The provision for Standby Wages should become effective as from the date of this report.

The members of the Board were not satisfied that the Union had established its case for an increase in wages as such. However, all members of the Board were in agreement that the Pursers and Chief Stewards were entitled to some consideration by reason of the hours worked and the number of days on which, due to the nature of the service, they are continuously attached to the ship. As it is not feasible—because of difficulties in application arising out of the special requirements of the steamship operations—to recommend additional days of leave, the Board has

awarded a wage increase in lieu of a shorter working week and additional time away from service on the ship.

The Board realizes that one or the other of the parties or possibly both may not find the recommendations of the Board satisfactory. Nevertheless, it expresses the hope that both may be prepared to accept this award as an honest attempt by the members of the Board to adjudge and adjust fairly matters on which the parties themselves hold such divergent views.

Dated the 27th day of June, A.D. 1953.

Respectfully submitted,

(Sgd.) E. J. PHELAN,
Chairman.

(Sgd.) JAMES HIGGINS,
Member.

(Sgd.) FRANK RYAN,
Member.

Report of Board in Dispute between

Canadian National Newfoundland Steamship Service,
Canadian National Railways
and
Canadian Merchant Service Guild Inc.

To the MINISTER OF LABOUR:

The undersigned were appointed by you as members of a Board of Conciliation to investigate and endeavour to conciliate the matters at issue between the parties; and, under letter dated May 27, 1953, you extended to June 30, 1953 the time for filing the report of the Board as provided by the Industrial Relations and Disputes Investigation Act.

The Board held several hearings with the representatives of the parties at which evidence under oath was taken and written briefs and oral arguments were submitted by both sides on the issues remaining in dispute between the parties.

The Board now begs to submit the following unanimous recommendations:—

1. *Basic Wages.* The Board recommends for all personnel affected a wage increase of five per cent (5%) on the wage scale applicable under the Collective Agreement between the parties which expired on December 31, 1952.

2. *Standby Wages.* The Board recommends that, while the vessel is laid up for overhaul at any time, all Deck Officers be employed in their usual capacities and at the usual rates of pay for their respective ranks on the vessel to which they are

On June 29, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canadian Merchant Service Guild Inc., and Canadian National Newfoundland Steamship Service, Canadian National Railways, affecting deck officers.

The Board was under the Chairmanship of Edmund J. Phelan, QC, St. John's, Newfoundland, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was Frank J. Ryan, the union nominee, Mr. W. Frank Chafe; both are of St. John's, Newfoundland.

The text of the Board's report is reproduced herewith.

attached or in some similar employment with the Company. This provision is to apply to the actual period only during which the ship is undergoing customary overhaul and is not to be applicable to any period during which the vessel is out of service for any reason other than customary overhaul.

3. *Sick Benefits.* The Board does not recommend any change in the existing provision with respect to Sick Benefit payments to employees.

4. *Retroactivity.* The Board recommends that the above-mentioned increase in wages be paid retroactively as from January 1, 1953. The provision for Standby Wages should become effective as from the date of this report.

The majority of the members of the Board (Mr. Chafe, the Guild nominee, dissenting) were not satisfied that the Guild had established its case for an increase in wages as such. However, all members of the Board were in agreement that the Deck Officers were entitled to some consideration by reason of the hours worked and the number of days on which, due to the nature of the service, they are continuously attached to the ship. As it is not feasible—because of difficulties in application arising out of the special

requirements of the steamship operations—to recommend additional days of leave, the Board has awarded a wage increase in lieu of a shorter working week and additional time away from service on the ship.

The Board realizes that one or the other of the parties or possibly both may not find the recommendations of the Board satisfactory. Nevertheless, it expresses the hope that both may be prepared to accept this award as an honest attempt by the members of the Board to adjudge and adjust fairly matters on which the parties themselves hold such divergent views.

Dated the 26th day of June, A.D. 1953.

Respectfully submitted,

(Sgd.) E. J. PHELAN,
Chairman.

(Sgd.) FRANK CHAFE,
Member.

(Sgd.) FRANK RYAN,
Member.

17th Annual Report of U.S. National Labor Relations Board

The United States National Labor Relations Board, during the fiscal year ending June 30, 1952, conducted the largest number of representation elections in its 17-year history, the Board's annual report discloses.

The Board conducted 6,866 elections to determine whether or not 778,724 employees wished to be represented by unions in bargaining with their employers.

This was an increase of five per cent over the prior record of 6,525 elections established in the fiscal year ending June 30, 1951.

Of these elections, 5,158, or 75 per cent, were conducted by agreement of the employers and the unions involved. This also was an all-time record number. The prior record was 4,973 in fiscal 1951. The Board ordered the remaining 1,708 to be held.

In fiscal 1952, collective bargaining agents were selected in 4,960 elections. This was 72 per cent of the elections held, compared with selection of bargaining agents in 74 per cent of the elections in fiscal 1951, and 73 per cent in 1950.

In the 1952 elections, the groups choosing bargaining agents embraced a total of 587,363 employees. This was 75 per cent of those eligible to vote.

A total of 674,412 employees cast valid ballots in the Board elections. This was 87 per cent of those who were eligible to vote.

Unions affiliated with the American Federation of Labor won bargaining rights in 3,089 of the 4,711 elections in which they took part. This was 65.5 per cent of all elections in which they participated. In these elections, AFL unions won the right to represent 243,674 employees.

Unions affiliated with the Congress of Industrial Organizations won 1,404 out of 2,502 elections in which they took part. This was 56 per cent. In these elections, CIO unions won the right to represent 226,876 employees.

Unaffiliated unions won 467 out of 776 elections. This was 60 per cent. In these elections, these unions won the right to represent 116,813 employees.

AFL and CIO unions during fiscal 1952 competed with each other for representation rights in 722 elections in which 222,120 employees were eligible to vote.

AFL unions won 337 of these elections, giving them the right to represent 94,215 employees. CIO unions won 298 elections, giving them the right to represent 98,029 employees. A majority of employees voted against union representation in 75 of these elections, embracing 23,344 employees. Unaffiliated unions won 12 of these elections (which were three or four union competitions) embracing 6,532 employees.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Mining

Asbestos Mining—Matheson, Ont.—Canadian Johns-Manville Ontario Limited and United Steelworkers of America, Local 4379.

Agreement to be in effect from January 29, 1953, to January 29, 1954, and thereafter from year to year, subject to two months' notice.

Check-off: voluntary but irrevocable (previously voluntary and revocable).

Hours: 8 per day, 6 days a week, a 48-hour week. **Overtime:** time and one-half for work in excess of above hours and for all work between 4 p.m. Saturday and 4 p.m. Sunday and on six (previously five) specified paid holidays.

Vacations with pay: one week after one, two weeks after three, and 3 weeks after fifteen years' continuous service (previously one week after one, nine days after three, and two weeks after five years of continuous service).

Medical plan: during the life of this agreement the two parties will work out and put into effect a medical plan whereby dependents of the employees are covered.

Hourly wage rates for certain classifications: erection and repair department—machinists \$1.31 to \$1.62, electricians \$1.40 to \$1.62, carpenters \$1.40 and \$1.50, blacksmiths \$1.42 and \$1.52, diesel mechanics \$1.41 to \$1.64; millwrights, welders, sheet-metal workers \$1.33 to \$1.52; roustabout crane operator \$1.42, trailer truck driver \$1.49, service truck driver \$1.26; yard labour \$1.20. Mine department—drillers, primary \$1.40, secondary \$1.39; powder man \$1.30, shovel operator \$1.74, shovel groundsman \$1.42, dumpman \$1.25, blaster \$1.50, bulldozer operators \$1.43 and \$1.56, truck drivers \$1.28 and \$1.40; churn drill operator \$1.45, helper \$1.39. Mill department—crushermen \$1.27 and \$1.38; crusher house leader \$1.45, floor attendant, bagger, screen repairman \$1.26; shipper, sewer \$1.28; dryer fireman \$1.31, dumpman \$1.20, fibre grader \$1.50; pressure packer operator, trailings disposal attendant \$1.35. (The above rates are, with a few exceptions, from 6 to 8 cents per hour higher than the previous rates.)

Night shift differential: the company will pay a premium of 3 cents per hour to all full-time workers employed on the evening and night shifts (a new provision).

Seniority: in promotions (except to positions outside the bargaining unit), transfers, the filling of vacancies, and increases and decreases in the working force the principle of seniority shall govern, provided the qualifications of the employees concerned are approximately equal.

Provision is made for grievance procedure.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Manufacturing

Metal Products—Toronto, Ont.—John T. Hepburn Limited and United Steelworkers of America, Local 3335.

Agreement to be in effect from February 2, 1953, to November 30, 1953, and thereafter from year to year, subject to notice during the month of September in any year.

Check-off: compulsory for all eligible employees with the exception of those having five or more years of service with the company. However, during the months of May any employee may notify the company that he wishes to be exempted from the check-off and the deductions will be discontinued.

Hours: 8½ per day Monday through Friday, a 42½-hour week (previously 9 per day, 45 per week). **Overtime:** time and one-half for work in excess of above daily hours and for work on eight specified paid holidays.

Vacations with pay: after one year's continuous service one week, after five years two weeks and after 25 years of continuous service, three weeks. Employees with less than one year of continuous service will receive vacations with pay according to provincial regulations.

Hourly wage rates for certain classifications: general machinists \$1.41 to \$1.79, machinist improver \$1.39 to \$1.54; milling, horizontal boring \$1.34 to \$1.73; engine lathe, shaper \$1.34 to \$1.67; planer, vertical boring, slotter \$1.39 to \$1.67; layout man \$1.46 to \$1.67, steel saw operator \$1.28 to \$1.38, jig borer \$1.62 to \$1.85, tool maker \$1.56 to \$1.90, crane operator \$1.31 to \$1.54, truck drivers \$1.31 to \$1.43, storekeepers \$1.28 to \$1.61, millwrights \$1.41 to \$1.73, electrician \$1.41 to \$1.61, blacksmith \$1.43 to \$1.76, rivet heater \$1.29 to \$1.41, welder \$1.31 to \$1.71; unskilled labour, rough painter, sweeper \$1.25 to \$1.34; beginners and youths under 21 years of age—starting rate \$1.18, after 90 days \$1.24, after 180 days \$1.29, after 210 days to be considered for re-classification. (With one exception, the above rates are 17 cents per hour higher than the previous rates.)

Night shift differential: a night shift differential of 7 cents per hour will be paid.

Out-of-town jobs: on away-from-plant projects shop men will be paid 10 cents per hour in excess of their regular shop rates. In addition, on jobs outside of the city limits they will be paid transportation and travelling time, on a straight time basis, both ways between the city limits and the job. If the job is outside the Toronto district, the company will pay transportation expenses both ways (lower berth in case of night travel), provided that on long-term contracts employees agree to stay on the job continuously for at least three months. On projects lasting one week or longer the company will pay a maximum of \$16 per week (\$2.29 per day), and on projects lasting less than one week a maximum of \$3.50 per day, toward the cost of board and room or living out, on condition that the recipient works the total regularly-assigned hours unless incapacitated by legitimate causes. Where employees are living and boarding at a campsite provided by the company or by arrangements with the operator of such camp the prevailing rate for living out and board will be paid by the company, but only up to a maximum of \$2.29 per day.

Provision is made for *grievance procedure*, *seniority rights* and the continuing employment of physically handicapped workers.

Sheet Metal Tools—Hamilton, Ont.—

Brown Boggs Foundry and Machine Company Limited and United Electrical, Radio and Machine Workers of America, Local 520.

Agreement to be in effect from April 30, 1953, to May 1, 1954, and for a further period of one year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: 8½ per day Monday through Friday, except that for night shift workers at Victoria plant the hours will be 9½ per day Monday through Thursday, 4½ on Friday, a 42½-hour week in either case; for watchmen and engineers eight per day six days per week, a 48-hour week. Employees on rotating shifts will receive a paid lunch period of 30 minutes. **Overtime:** time and one-half for the first two hours after the daily number of assigned hours and for the first six hours on Saturday (except for watchmen and engineers), double time thereafter and for all work on Sundays or, in the case of watchmen and engineers, the seventh consecutive day of work. Time and one-half for work on eight specified *paid holidays*.

Rest and wash-up periods: employees will be given two 5-minute wash-up periods; at the Sherman Avenue plant they will also be granted two 10-minute rest periods.

Vacations with pay: one week with pay equal to 2 per cent of earnings during preceding year to employees with less than three years' service, two weeks after three years and three weeks after 15 (previously 20) years of service.

Hourly wage rates for certain classifications, retroactive to February 11, 1953: blacksmiths \$1.38 to \$1.50, boring mill operators \$1.47 to \$1.73; chain slinger, crane operator \$1.43 to \$1.53; chipper \$1.38 to \$1.48, coremakers \$1.57 to \$1.67, draftsmen \$1.43 to \$1.68, radial drill operators \$1.57 to \$1.77, fitters \$1.45 to \$1.72, grinders \$1.37 to \$1.75; heat treater \$1.62 to \$1.72, helper

\$1.33 to \$1.43; labourers, sand mixer, tool crib attendant, watchman \$1.37 to \$1.42; lathe operators \$1.47 to \$1.77, millwrights and engineers \$1.38 to \$1.57, moulders \$1.57 to \$1.81; moulding machine operator \$1.57 to \$1.67, helper \$1.38 to \$1.47; planer operators \$1.53 to \$1.77, stock chaser \$1.56 to \$1.62, welders \$1.52 to \$1.77, assistant \$1.42 to \$1.52; apprentices \$1.13 to \$1.41. (The above rates are 5 cents per hour higher than the previous rates.) Effective July 1, 1953, the wage rates of all eligible employees will be increased by 2 cents per hour.

Night shift differential: the company will pay a bonus of 9 cents per hour to all employees on any shift starting between 2 p.m. and 6 a.m. Overtime rates for night shift employees will be based on regular rates and will not include night shift bonus.

Welfare plan: the company agrees to contribute 50 per cent towards the Group Insurance Welfare Plan; the remaining 50 per cent will be contributed by the employees in the form of weekly payroll deductions. A non-contributory pension plan shall become effective from the date of approval by the Department of National Revenue and remain in effect for a period of five years.

Provision is made for *apprenticeship plan*, *grievance procedure*, *seniority rights* and a *union-company safety committee*.

Metal Products—Montreal, Que.—Canadian

Tube and Steel Products Limited and the United Steelworkers of America, Local 2423.

Agreement to be in effect from November 7, 1952, to May 7, 1954, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: eight per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of the standard daily work hours and for work between 7 a.m. Saturday and 7 a.m. Monday, double time for work on eight specified *paid holidays*.

Vacations with pay: one week after one year, one week and one day after two years, two weeks after three years and three weeks after 15 years of continuous service. Employees with less than one year's service will be granted one-half day for each full-calendar month of continuous employment. Vacations will be granted only to employees who have not been absent more than 14 standard working days during the period entitling them to their vacations.

Job classification: the parties agree "to enter into a job classification program using the CWS system" as provided by a procedural agreement executed at the same time as this agreement.

Wages: the wage rates settled at the signing of this agreement shall remain in effect for the period of this agreement or any renewal thereof unless 60 days prior to August 7, 1953, either party gives notice to the other party that they wish to open negotiations for discussion of the basic wage rates only.

Off-shift differential: employees will be paid a shift premium of 3 cents per hour for work on the second shift and of 5 cents per hour for work on the third shift.

Provision is made for *seniority rights*, *grievance procedure* and the *safety and health* of employees.

Aluminum Products—Isle Maligne, Que.

—*Aluminum Company of Canada Limited (Isle Maligne Works) and Le Syndicat National des Employes de l'Aluminium de St. Joseph d'Alma, Inc. (National Syndicate of Aluminum Employees of St. Joseph d'Alma, Inc.)*

Agreement to be in effect from January 27, 1953, to January 27, 1954, and thereafter from year to year, subject to notice.

Check-off: voluntary and revocable.

Hours: eight per day, an average of 42 hours per week. Shift workers will be allowed up to 20 minutes per shift off for meals. *Overtime:* time and one-half for work in excess of the scheduled hours per pay period, double time for work on six specified paid holidays. An additional two days will be observed as statutory holidays by day workers. Owing to the nature of continuous operations, statutory holidays cannot be allowed shift workers.

Vacations with pay: one week after one year and two weeks after three years of continuous service, provided an employee has worked at least 1,650 hours (exclusive of overtime) since he last qualified for a vacation. The company retains the right to withhold the total or any proportion of allowance for vacation from any worker who has lost, without reasonable excuse, more than 48 hours from work during the preceding 12 months.

Hourly wage rates for certain classifications: plant maintenance—blacksmiths \$1.59 to \$1.81, burners \$1.50 to \$1.57, carpenters \$1.62 to \$1.74, crawler crane operators \$1.62 to \$1.70; electricians \$1.60 to \$1.86, assistants \$1.45 to \$1.55; helpers (mechanical trades) \$1.45 to \$1.49, millwrights \$1.59 to \$1.83, tractor operators \$1.47 to \$1.61, truck drivers \$1.44 to \$1.54, labourers \$1.38 and \$1.40; potroom operation—head syphoner \$1.43; head channel changer, crust breaker operator \$1.39; trimmer \$1.41; syphoner, rod raiser \$1.36; channel changer, stud inserter \$1.33; cranemen \$1.35 and \$1.37; stud machinery operator \$1.37 (potroom employees will be paid a production bonus in addition to above minimum hourly rates); remelt, shipping, etc.—bundler \$1.38 to \$1.49, craneman \$1.39 to \$1.46, ore unloader \$1.38 to \$1.47, mix distributor \$1.53, pot baker \$1.46 to \$1.48, potroom service men \$1.39 to \$1.47, pourer \$1.44 to \$1.55; sand blast operator \$1.38 to \$1.44, assistant \$1.38. (The above rates are from 11 to 17 cents per hour higher than the previous basic rates; however, the previous agreement provided for a cost-of-living bonus of 40 cents per week for each point increase in the DBS cost-of-living index above 182, while the present agreement does not provide for any cost-of-living bonus.)

Seniority: skill, competence and efficiency, as determined by the company, shall govern in all cases of promotions, demotions, transfers, suspensions, lay-offs, dismissals and rehiring. When two or more candidates satisfy the normal requirements of the job, the employee with the longest continuous service will be given preference. The company shall also take into account the employee's continuous service in the department concerned, his family status and place of regional residence.

Provision is made for *grievance procedure*.

Construction

Electricians—St. John's Nfld.—Electrical Employers and the International Brotherhood of Electrical Workers, Local 566.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to two months' notice.

Union security: union shop. No member of the union will be permitted to contract for or perform electrical work for a contractor who is not a party to this agreement.

Hours: eight per day Monday through Friday, four on Saturday, a 44-hour week. *Overtime:* time and one-half for work after the regular working day until midnight, double time thereafter and for work on Sundays and on 9½ specified holidays, 5½ of which are paid holidays. (Previous agreement provided for two paid holidays.)

Hourly wage rates: journeymen \$1.52, if in charge of work where three or more journeymen are employed 10 cents per hour above journeyman's rate; apprentices, 1st year 30 per cent, 2nd year 40 per cent, 3rd year 52 per cent and 4th year 65 per cent of journeyman's rate. (Previous rate for journeyman was \$1.40.)

Out-of-town jobs: employees on out-of-town jobs shall have all board and transportation costs paid by the employer. They will also be paid travelling time on the basis of a normal working day, except that Sunday travel will be paid for at the overtime rate. If, at the request of the employer, an employee's car is used when employment is outside the city a mileage allowance of 12 cents per mile each way will be paid by the employer.

Apprentices: the ratio of apprentices to journeymen shall be one apprentice to every 2 journeymen and one apprentice for the shop.

Provision is made for the *settling of differences*.

Carpenters—Fredericton, N.B.—Capital Builders Exchange and United Brotherhood of Carpenters and Joiners of America, Local 1893.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to 3 months' notice.

Union security: preference of employment will be given to local union carpenters if available. Union carpenters will work with non-union carpenters only while competent carpenters are not available.

Hours: eight per day Monday through Friday, four on Saturday, a 44-hour week (previously eight per day six days a week, a 48-hour week). *Overtime:* time and one-half for the first 4 hours in excess of above hours, double time thereafter until a break of 8 hours occurs and for work on Sundays and on 7 specified and all other proclaimed holidays. In case of emergencies (completion of concrete pour, etc.) a total of 4 hours extra may be worked during any week without overtime penalty.

Hourly wage rate: no carpenter in the Fredericton District shall work for less than \$1.40 (previously \$1.30) per hour.

Out-of-town jobs: carpenters on out-of-town jobs will receive transportation to and

from the job; in case of night travel a sleeper will be provided. Meals and travelling time up to 8 hours in 24 will be paid for. However, return transportation and travelling time will not be paid in the case of a man quitting or being discharged for cause who has been on the job less than 30 working days.

Provision is made for the settling of differences.

Carpenters—Guelph, Ont.—*Certain General Contractors and United Brotherhood of Carpenters and Joiners of America, Local 2173.*

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter subject to 60 days' notice.

Union security: the employers agree to employ as carpenters members of the union so long as the union can furnish mechanics to take care of the work. All new employees, if competent, will be asked by the business agent to join the union.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of the regular daily hours and for work on Saturday between 8 a.m. and 12 noon; double time for all other work on Saturdays and for all work on Sundays and on seven specified holidays. No work shall be performed on Labour Day.

Vacations with pay will be granted in accordance with the provincial law; pay will be computed on the basis of 4 per cent of earnings.

Minimum hourly wage rate for journeyman carpenters shall be \$1.60 (an increase of 10 cents over the previous rate).

Shift work: shifts after the regular working day will be paid for at the rate of eight hours' pay for seven hours' work. In split shifts all hours other than those worked during the regular day will be paid for at the overtime rate.

Out-of-town work: on jobs outside the city limits but within a radius of four miles from Guelph the employer will provide transportation beyond the city limits and pay for travelling time one way; beyond the 4-mile limit he will provide transportation and pay for travelling time both ways.

Apprentices shall be governed by the Ontario Apprenticeship Act. An employer will be allowed one apprentice to every eight journeymen.

Provision is made for *grievance procedure*.

Plumbers—Kingston, Ont.—*The Master Plumbers' Association of the City of Kingston and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 221.*

Agreement to be in effect from May 1, 1953, to May 1, 1954, and thereafter from year to year, subject to two months' notice.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work after the regular working hours up to 12 midnight, double time from 12 midnight to 8 a.m. and for work on Saturdays, Sundays and on seven specified holidays. However, if to finish a

regular repair job on a regular working day will not take longer than one hour, it may be done at straight time. Emergency work may be performed on Saturday morning at the rate of time and one-half.

Vacations with pay: commencing July 1, 1953, employees will be paid a vacation-with-pay allowance of 4 per cent of their wages. The vacation period shall be mutually agreed upon between the employer and employee.

Hourly wage rate: journeymen \$1.80 (previously \$1.72).

Out-of-town jobs: men working outside of Kingston will have their board and transportation paid, the board allowance to be 50 cents per hour for each full day worked. For travelling between 8 a.m. and 5 p.m. they will be paid travelling time.

Provision is made for the settling of grievances.

Bricklayers—Vancouver, B.C.—*The General Contractors Association of Vancouver, B.C., and The Bricklayers, Masons and Plasterers' International Union of America, Local 1.*

Agreement to be in effect from April 1, 1953, to March 31, 1954, or until a further agreement is signed, but may be continued from year to year by mutual consent.

Union security: only competent union journeymen shall be hired; if such are not available the contractor may obtain bricklayers and stonemasons elsewhere but the latter must join the union within 30 days or be replaced by competent union tradesmen when available.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* double time for all work in excess of the regular working periods of eight hours. Nine specified holidays will be recognized; no work shall be performed on Labour Day.

Vacation pay will be provided as required by provincial law.

Hourly wage rates, effective April 27, 1953: journeymen, bricklayers and stonemasons \$2.32; foremen will be paid 28 cents per hour over the journeyman's rate. Bricklayers working under dirty or disagreeable conditions (heat, fumes) will be paid one hour's pay extra per day or any portion thereof. When required to work on industrial stacks they will receive one hour's pay extra for any portion of the first four hours and also one hour's pay for any portion of the second four hours each day they work over and above a height of 60 feet.

Off-shift differential: time and one-seventh will be paid for work on the second and third shifts.

Out-of-town jobs: when required to travel to and from the job daily, travelling time and free transportation will be provided both ways between the city limits and the job; when bricklayers are requested to furnish their own private transportation they will be paid at the rate of 8 cents per mile. On jobs from which they do not return home daily, bricklayers will receive travelling expenses, first class board and room and travelling time up to eight hours in any 24-hour period. However, in order to be entitled to return fare, travelling time and expenses they must remain on the job at least 30 days or until the job is completed. If unable to work due to conditions directly under the control of the

employer, bricklayers and masons will be guaranteed a minimum of 40 hours per week, excluding Saturdays and Sundays. In case of illness they will receive necessary board and room for one week and if then still unable to work they will be given their return fare and transportation.

Apprentices will be employed in accordance with the provisions of the British Columbia Apprenticeship Act.

Provision is made for *grievance procedure and accident prevention*.

Labourers—Vancouver, B.C.—The General Contractors Association of Vancouver, B.C., and International Hod Carriers, Building and Common Labourers' Union of America, Local 602.

Agreement to be in effect from April 1, 1953, to March 31, 1954, or until a further agreement is signed, but may be continued from year to year by mutual consent.

Union security: only competent union men shall be hired; if they are not available the contractor may hire other labourers but the latter must join the union within 30 days or be replaced by competent union men when available.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first two hours in excess of eight hours per day and up to eight hours on Saturdays, double time thereafter until a break of eight hours occurs and for work on Sundays and on nine specified holidays. No work shall be performed on Labour Day.

Vacation pay will be provided as required by provincial law.

Hourly wage rates, effective May 11, 1953: common and building labourers \$1.55; jack-hammermen, breakermen, drill runners and timbermen \$1.75; powdermen \$1.90, rock foremen \$2. (The above rates are 5 cents per hour higher than the previous rates.)

Shift work: eight hours' pay will be granted for seven hours' work on night shifts, when required and continued for three or more consecutive nights, and on shifts starting after 4 p.m. on jobs in occupied buildings where work must be done after regular working hours.

Out-of-town jobs: all workmen on out-of-town jobs shall receive transportation to and from the job; in the case of night travel, a sleeper will be provided. Meals and travelling time, up to 8 hours in 24, will be paid for. However, in the case of a man quitting or being discharged for cause before he has been on the job 60 days or before the completion of the job, return transportation and travelling time will not be paid. On jobs beyond the city limits but within the jurisdiction of the agreement, transportation to and from the city limits shall be provided. Men shall report at the city limits in time to reach the job by 8 a.m. In all cities or towns, and also where there is a union agreement, the hours of work customarily in those cities or towns or as specified in the agreement shall be worked.

On out-of-town jobs from which they cannot return home daily, and where a camp is maintained, board and lodging will be provided by the employer; where no camp is provided, board and lodging will be arranged for by the employer.

Provision is made for *grievance procedure*.

Transportation, Storage, Communication

Longshoremen—Vancouver, B.C.—Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Local 501 (Deep Sea Vessels).

The two-year agreement which became effective September 16, 1951 (see LABOUR GAZETTE, February 1952, p. 176), has been amended as follows:—

Wage rates: effective October 1, 1952, the base rate of wages for discharging and loading deep sea vessels were increased by 5 cents and the rate for hatch tenders, dock gang leaders and side runners by 15 cents per hour, with corresponding increases in the overtime and other rates. The basic straight time ship and dock hourly rates are now as follows (overtime rates in parentheses): dock gang leader, side runner (loading only), hatch tender \$2.25 (\$3.28); double winch driver, all other labour \$2.05 (\$3.08).

Longshoremen—Vancouver, B.C.—Shipping Federation of British Columbia (Coastwise Section) and International Longshoremen's Association, Local 38-163.

Agreement to be in effect from November 16, 1952, to November 16, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: preferred employment for coastwide longshore work will be given, when they are available, to men who have been registered by the Federation for such work and who are regularly enrolled members of the Association.

Hours and overtime: straight time is all time between 8 a.m. and 5 p.m., Monday through Friday, and between 8 a.m. and 1 p.m. on Saturdays. All other time is overtime. When men have worked all night and are ordered to continue work on the same job after 8 a.m., they will be paid the overtime rate from 8 a.m. until released. The recognized meal hour shall be any one hour of the following periods: 11 p.m. to 12 p.m. or 12 p.m. to 1 a.m., 5 a.m. to 6 a.m. or 6 a.m. to 7 a.m., 11 a.m. to 12 noon or 12 noon to 1 p.m., 5 p.m. to 6 p.m. or 6 p.m. to 7 p.m. Men shall not be worked more than five consecutive hours from the last meal hour taken without eating, except when finishing a vessel when time may be extended one hour.

Statutory holidays: 10 specified holidays will be recognized. In addition, any other holiday proclaimed by Dominion Statute may be mutually agreed upon.

Vacation pay of 4 cents per hour for each hour worked, whether straight or overtime, will be granted to all employees.

Hourly wage rates: double winch driver, lift truck driver, hatch tender (where employed) \$2.01 (overtime \$2.96); all other labour \$1.91 (overtime \$2.86). (The above basic rates are 5 cents per hour higher than the previous rates.) If required to work both hours of the 2-hour meal period double winch drivers, lift-truck drivers and hatch tenders will be paid \$2.96, and all other labour \$2.86, per hour for the last hour of the 2-hour period in the case of the noon meal hour and \$4.39 and \$4.29, respectively,

in the case of any other meal hour. When men are required to work for more than 5 consecutive hours from 6 p.m. in order to finish a ship, they shall be paid at the penalty meal hour rate after the fifth hour. When loading or discharging certain specified commodities (fish meal, green hides, sulphur in bulk, etc.) employees will be paid 10 cents per hour in excess of the above rates. When a vessel cannot reach

her berth without first discharging or shifting cargo, all men shall be paid at the rate of \$2.86 per hour while working and \$1.43 per hour while travelling or standing by. Free meals will be furnished on board vessel when the men are not permitted to go ashore.

Provision is made for the settling of disputes and for a *Safety and Welfare Committee*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the repeal of three others, and the amendment of ten. In addition to those summarized below, they include: the repeal of the agreements for grocers and butchers at Sherbrooke and for retail stores at Granby and at Farnham and the amendment of the agreement for barbers and hairdressers at Trois Rivières, published in the *Quebec Official Gazette* May 30, and the amendment of the agreement for garages and service stations at Quebec gazetted June 6.

Requests for new agreements for retail stores at Dolbeau, for the sheet metal industry at Montreal and requests for the amendment of the agreements for the building trades at Trois Rivières, for tavern employees and for the automobile industry at Quebec were gazetted May 30. Requests for new agreements for garages and service stations at Sherbrooke and for structural

steel erectors in the province and requests for the amendment of the agreements for the bakery industry and for metal trades at Quebec and for the men's and boys' clothing and the dress manufacturing industries in the province were gazetted June 6.

Requests for the amendment of the agreements for barbers and hairdressers at St. Jean and Iberville, at Trois Rivières, at St. Jérôme and at Joliette, for the uncorrugated paper box industry and for hardware and paint stores at Quebec, for the building trades at Montreal, for gasoline and service stations at Chicoutimi and for tannery employees in the province were all gazetted June 13.

Orders in Council were also published approving the by-laws and constitution of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Manufacturing

Retail Fur Industry, Montreal.

An Order in Council dated May 29 and published June 6 makes binding the terms of a new agreement for this industry between The Retail Merchants Association of Canada—Quebec, Inc., Fur Section, and "L'Union nationale du Vêtement, Inc., Section de la Fourrure". Agreement to be in effect from June 6, 1953, until March 31, 1954, thereafter from year to year subject to notice.

It applies to all parties represented by the contracting association shown above, to private firms that signed the agreement and to all retail fur merchants within the territorial jurisdiction of the agreement. It does not apply to the fur trimming and dyeing industry.

Territorial jurisdiction comprises the Island of Montreal and the area within a radius of 50 miles from its limits.

Hours: 40 per week distributed between 8 a.m. and 6 p.m. Monday through Friday, on Saturday till 1 p.m. From September till December inclusive, four hours extra per week may be worked at regular rates. Outside the Island of Montreal 44 hours per week may be worked at regular rates; from September to December inclusive 48 hours per week.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers' or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Overtime: time and one-half for work in excess of regular hours; time and one-half in addition to regular rates for work on any of eight specified *paid holidays*.

Minimum weekly wage rates: cutter (class A) \$76.80, (class B) \$64.80; male operator (class A) \$64, (class B) \$50; male finisher (class A) \$56.80, (class B) \$47.20; male blocker (class A) \$50, (class B) \$38.80; female operator (class A) \$47.60, (class B) \$38.80; female finisher (class A) \$47.60, (class B) \$38.80; female coat closer \$47.60; female lining cutters \$42.80; female lining sewers \$38; lining makers \$44.80. (These rates are from \$2.40 to \$4.80 per week higher than those previously in effect.) The above minimum rates may be reduced by 15 per cent in any firm located outside the Island of Montreal, in a town with a population under 25,000. This provision does not apply to any branch of a firm located within the limits of the Island of Montreal, newly found during the term of the present agreement. Minimum rates for apprentices are \$2 per week higher and are now as follows: male and female apprentices from \$19.20 in first 6 months of first year to \$29.20 in first 6 months of third year; apprentice cutters from \$38 in first 6 months of first year to \$58 in second 6 months of third year. Wage rates for skilled workers not adjusted by reason of their being higher than the minimum rates fixed in the agreement will be increased by 6½ per cent.

Vacation: one week with pay after one year of service; two weeks after two years' continuous service with the same employer. (Vacation provisions are unchanged.)

Other provisions stipulate the number of class A employees to be engaged on each operation; prohibit contracting, subcontracting or piece work inside the employer's shop; prohibit work at home by an employee already engaged by an employer subject to the terms of the agreement for this industry; indicate the ratio of apprentices to the number of skilled workers employed.

Uncorrugated Paper Box Industry, District of Quebec.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Oct. 1951, p. 1376; Feb. 1952, p. 139, July, p. 930).

Hours: 45 per week of 5½ days (a reduction of three hours per week).

Minimum hourly wage rates are the same as those rates established for Zone II in an amendment to the agreement for this industry covering the province and previously summarized (L.G., April 1953, p. 581). However, the classification general hand (male) 92 cents per hour is added to the wage scale.

Vacation with pay: one week with pay after one year of continuous service with the same employer; two weeks with pay after five or more years' continuous service. (The last provision is new.)

Printing Trades

Conditions affecting employees engaged in the printing trades respecting wages, classifications, etc., are those specified in the agreement, as amended, relating to the printing trades in the district of Quebec (L.G., April 1951, p. 544; April 1952, p. 451; March 1953, p. 432, June, p. 885).

Garages and Service Stations, Montreal.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., April 1950, p. 517, May, p. 694; Sept. 1951, p. 1250). Another amendment was published in the *Quebec Official Gazette* September 1, 1951, as well as another in the issue of April 12, 1952. The name Canadian Automotive Wholesalers' and Manufacturers' Association, Eastern Division, Montreal, replaces the name The Canadian Automotive Wholesalers' Association, Eastern Division, Montreal, in the list of contracting parties. Agreement to be in effect from May 30, 1953, until February 18, 1954, thereafter from year to year subject to notice.

Industrial jurisdiction: the present agreement applies to employers, professional employers, artisans and wage earners in garages, gasoline stations, service stations and parking grounds, etc. It does not apply to commercial and industrial firms nor to public bus or truck transport concerns who limit such services to their own needs. Nor does it apply to firms manufacturing motor vehicles or engaged in assembling parts on new vehicles.

Territorial jurisdiction: the Island of Montreal.

Hours: day and night journeymen and apprentices 49 per week; garage employees on day work 60 per week, on night work 72 per week; service men in gasoline and service stations 60 per week on one shift operations and on the day shift of 2-shift operations, on the evening shift of 2-shift operations work begins at 7 p.m. and ends at 2 a.m. and 3-shift operations are as follows: 7 a.m. to 3 p.m., 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m.; demolishers 60 per week; watchmen 72 per week.

Overtime: day journeymen and apprentices, time and one-half for work in excess of regular hours and on Saturday afternoon, double time between 11 p.m. and 7 a.m. Monday to Saturday morning inclusively and after 5 p.m. on Saturday; night journeymen and apprentices, time and one-half for work in excess of regular hours and after 7 a.m. Monday to Friday inclusively, double time between 11 a.m. and 7 p.m. Monday through Saturday; garage employees, time and one-half for work in excess of regular hours; service men on one shift operations and on the day shift of 2-shift operations, time and one-half for work in excess of regular hours, double time for work between 10 p.m. and 7 a.m., on the evening shift of 2-shift operations time and one-half for work after 2 a.m. and for work after the regular finishing time on 3-shift operations. Double time is paid for work on Sundays or the alternate day of rest and six specified holidays, four of which are *paid holidays* to all employees except garage employees and watchmen.

Minimum hourly wage rates in garages and machine shops—day work, journeymen (first class) \$1.20, (second class) \$1.05, (third class) 85 cents; apprentices from 45 cents in first 6 months to 75 cents in third year; garage employees (less than 4 months of experience) 50 cents, others 60 cents; night work, the above rates plus 5 cents per hour with the exception of garage employees who receive 10 cents per hour in addition to the above rates; gasoline and service stations—service men (one shift) 60 cents,

(day shift of 2-shift operations) 60 cents, (night shift) 80 cents, (day shift of 3-shift operations) 70 cents, (evening shift) 80 cents, (night shift) \$1 per hour; demolishers (less than 4 months of experience) 65 cents, others 75 cents; watchmen 55 cents.

Guaranteed weekly pay: a minimum guarantee of 44 hours' pay to all journeymen and apprentices who are on the premises and at the disposal of their employers 49 hours during the week; absence reduces the guarantee to the *pro rata* of hours of absence.

Vacation: six working days with pay annually after one year's service, one half-day for each calendar month of service to those employed less than one year; two weeks with pay after five or more years of service.

Other provisions of this amendment include definitions, apprenticeship regulations, uniforms, compensation for treatment following an accident, as well as regulations governing outside work, tools, ratio between journeymen and apprentices and other general provisions concerning the rates of wages and hours of labour.

Glass Processing Industry, Quebec.

An Order in Council dated May 20 and gazetted May 30 amends the previous Orders in Council for this industry (L.G., Oct. 1950, p. 1679; June 1951, p. 827; July 1952, p. 931).

Hours are unchanged at 9 per day, 45 per week. However, urgent work may be done on Saturdays but, employees may be compelled to work only on alternate Saturdays.

Minimum hourly wage rates for certain classifications are from 5 to 8 cents per hour higher and are now as follows: setters (classes A, B, C) \$1.21, \$1.07 and 89 cents per hour; levellers (A, B, C) \$1.18, \$1.04, 89 cents; silverers; cutters (A, B, C) \$1.15, \$1.01, 86 cents; scratch polisher, spinner, examiner, buffer, belt worker, froster, sand polisher, draughtsman (classes B and C) 96 and 81 cents per hour; shipper (full time) class "B" \$1.06, class "C" 88 cents; packer 94 and 81 cents; truck driver 99 and 83 cents; maintenance men from 71 cents in first year to \$1.10 after 3 years. Minimum rates for all classifications during first year of employment are unchanged and range from 61 to 71 cents per hour.

Vacation: one week with pay after one year of continuous employment with the same employer; two weeks with pay after five years. Employees who have not completed one year of service as of July 1 in any year are entitled to as many half days of vacation as they have months of service.

Transportation and Public Utilities

Longshoremen (Ocean Navigation), Quebec.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Sept. 1949, p. 1116; Dec. 1951, p. 1672).

Hours: eight per day, from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m. Provision is made for day and night shifts.

Overtime: time and one-half for work between 5 p.m. and 7 a.m.; double time between 7 a.m. and 8 a.m. on Sundays or any of four specified holidays. Special rates are provided for work during meal hours.

Minimum hourly wage rate: \$1.61 (an increase of 16 cents).

Other provisions include regulations governing notice for starting times and the revision of certain working conditions.

Checkers (Ocean Navigation), Quebec.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Dec. 1951, p. 1673).

Hours and overtime are unchanged as follows: nine per day, 8 a.m. to 12 noon and 1 p.m. to 6 p.m. Time and one-half between 5 p.m. and midnight and between 1 a.m. and 7 a.m. However, work done between 7 a.m. and 8 a.m. will be paid at double time instead of time and one-half as previously.

Minimum hourly wage rate: \$1.40 (an increase of 20 cents per hour). Checkers ordered out to work during day or night hours and on Sundays and holidays will be paid a minimum of two hours. They will be given two hours' notice for day calls, three hours' notice for 10 a.m. and 3 p.m. calls as well as for night and Sunday calls. A premium of 35 cents per hour will be paid for work in connection with certain hazardous cargoes.

Freight Handlers (Longshoremen) (Inland and Coastal Navigation), Montreal.

An Order in Council dated May 29 and published June 6 amends the previous Orders in Council for this industry (L.G., Dec. 1950, p. 2068; June 1951, p. 830; July 1952, p. 931, and previous issues).

Minimum hourly wage rates are increased from \$1.27 to \$1.43 for work done between 7 a.m. and 7 p.m. and from \$1.37 to \$1.68 per hour for work between 7 p.m. and 7 a.m. Designated freight handlers operating piling machines or tractors will be paid 10 cents per hour in addition to above rates.

Construction

Building Trades, Joliette.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Nov. 1950, p. 1905; June 1951, p. 829; Aug. 1952, p. 1084; April 1953, p. 596, and previous issues). Agreement, as amended, is extended to February 28, 1955, and thereafter from year to year, subject to notice.

Minimum hourly wage rates for all classifications in Zones I and II are 10 cents per hour higher than those previously in effect. New minimum rates for certain classifications are now as follows: sprinkler fitter, bricklayer, block layer and jointer pointer, plasterer \$1.50 per hour in both Zones; carpenter and joiner, asbestos coverer (other than pipe insulation) roofer (slate and tile), roofer (composition, gravel, etc.) floor scraping, etc., rigger (hand or machine), millwright, pipe insulation mechanic, painter-gilder, cork setter (insulation), mastic floor layer, tile, asphalt and terrazzo layer, marble layer, pipe welder (acetylene or electric) \$1.50 in Zone I, \$1.40 in Zone II; electrician \$1.55 in Zone I, \$1.50 in Zone II; tinsmith, roofer (sheet metal worker, shop or job), plumber, steamfitter, pipe mechanic,

oil burner mechanic \$1.50 in Zone I, \$1.45 in Zone II; power shovel operator \$1.55 in Zone I, \$1.45 in Zone II; painter, sprayman, decorator, glazier, etc. \$1.35 in Zone I, \$1.25 in Zone II; labourer (common) \$1.10 in Zone I, \$1.05 in Zone II; roller operator (steam or gasoline), bulldozer operator, grader operator \$1.30 in both Zones; tractor operator \$1.35 in both Zones.

Building Trades, Quebec.

An Order in Council dated May 29 and published June 6 extends the previous Orders in Council for this industry (L.G., Sept. 1950, p. 1679; July 1951, p. 877, Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, Dec., p. 1672; Oct. 1952, p. 1362, Nov., p. 1481; March 1953, p. 433, July, p. 1032, and previous issues) to July 1, 1953.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Act, etc.* include five new schedules, all summarized below.

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations.

Summaries of these Acts and amendments have been published in the *LABOUR GAZETTE*, as follows: Nova Scotia—Industrial Standards Act, in issues of July 1936, p. 604, Aug. 1937, p. 861, July 1939, p. 671, Aug. 1946, p. 1102, July 1948, p. 749, Oct. 1952, p. 1364; New Brunswick—Industrial Standards Act in issues of Oct. 1939, p. 996, Aug. 1941, p. 956, Dec. 1944, p. 1551, Dec. 1948, p. 1434; Ontario—Industrial Standards Act, in issues of June 1935, p. 534, May 1936, p. 410, May 1937, p. 505, May 1938, p. 501, June 1939, p. 574, Aug. 1948, p. 890, Aug. 1949, p. 999; Manitoba—Fair Wages Act, Part II, in the issues of May 1938, p. 499, June 1939, p. 570, Feb. 1941, p. 137, June 1942, p. 696, June 1946, p. 826; Saskatchewan—Industrial Standards Act, in the issues of June 1937, p. 635, May 1938, p. 507, June 1939, p. 581, June 1940, p. 559, June 1948, p. 627, July 1950, p. 1071; Alberta—Alberta Labour Act (The original Industrial Standards Act was made part of the Alberta Labour Act—see L.G., June 1947, p. 837), in issues of June 1935, p. 534, June 1938, p. 501, June 1937, p. 640, June 1938, p. 633, June 1939, p. 567, Dec. 1950, p. 2082.

NEW BRUNSWICK

Construction

Plumbers, Moncton.

An Order in Council dated June 4 and gazetted June 17 makes binding the terms of a new schedule for the plumbing and pipefitting trades in the Zone comprising the area within a radius of five miles from the City Hall in the city of Moncton and including the village of Dieppe, to be in effect from July 1, 1953, until May 1, 1954.

The terms of this schedule are similar to those which were previously in effect and summarized in the *LABOUR GAZETTE*, January 1953, on p. 99, with the exception of the following:—

Minimum hourly wage rate for work done during regular working periods is increased from \$1.40 to \$1.50 per hour; for work done during special working periods from \$1.50 to \$1.60 per hour. (Weekly hours remain at 44.)

ONTARIO

Construction

Lathers, Ottawa.

An Order in Council dated April 30 and gazetted May 14 makes binding the terms of a new schedule for lathers at Ottawa, to be in effect from May 26, 1953, during pleasure.

Hours: eight per day, Monday through Friday, 40 per week. Provisions is made for shift work.

Overtime: time and one-half for work in excess of regular hours till midnight Monday through Friday and on Saturday between 8 a.m. and noon; double time for all other overtime including Sundays or any of seven specified holidays. No overtime work will be done without a permit from the advisory committee. No permit will be issued for overtime work on a holiday except in cases of extreme necessity.

Minimum hourly wage rate is increased from \$1.40 per hour (L.G., Oct. 1948) to \$1.85 per hour for work during regular working periods and for night work. Employees are entitled to eight hours' pay for seven hours' work on night shift. (Regular weekly hours, 40 per week.)

The advisory committee may fix a lower minimum rate for handicapped workers.

Painters and Decorators, Hamilton.

An Order in Council dated May 7 and gazetted May 23 makes binding the terms of a new schedule for painters and decorators at Hamilton, to be in effect from June 2, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, September 1951, p. 1254, with the exception of the following:—

Specified holidays are increased from seven to eight by the addition of Hamilton Civic Holiday.

Minimum hourly wage rates are 15 cents per hour higher and are now as follows: spray painting \$1.75 per hour; paper-hanging \$1.70; painting and all other work \$1.65. (Regular weekly hours remain at 40 per week.)

Painters and Decorators, Sault Ste. Marie.

An Order in Council dated May 21 and gazetted June 6 makes binding the terms of a new schedule for painters and decorators at Sault Ste. Marie, to be in effect from June 16, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, January 1952, p. 57, with the exception of the following:—

Specified holidays: Saturday after midday is not included in the list of specified holidays as previously.

Overtime: time and one-half during the 7-hour period immediately following a regular working day and during the 4-hour

period immediately following eight hours' work in any 24-hour period known as night work; double time for all other overtime including Sundays and seven specified holidays. No overtime without a permit from advisory committee. (Previously this applied to Labour Day only.)

Minimum hourly wage rates for a 44-hour week are increased from \$1.35 to \$1.75 for spray painting; from \$1.25 to \$1.65 for other work.

ALBERTA

Construction

Painters and Decorators, Calgary.

An Order in Council approved May 22 and gazetted June 15 makes obligatory the terms of a new schedule for painters and decorators at Calgary, to be in effect from June 25, 1953, until June 24, 1954.

Hours: eight per day, 40 per week. Provision is made for night shift work.

Overtime: time and one-half for all work done between 5 p.m. and 8 p.m. Monday through Friday and between 8 a.m. and 5 p.m. Saturday; double time for work done during other hours and for work on Sunday or any of nine specified holidays.

Minimum hourly wage rate: journeymen \$1.50 per hour; spray painters and men working on swing scaffolds 10 cents per hour extra. Work on night shift will be paid for at the rate of eight hours' pay for seven hours' work.

Apprenticeship conditions governed by the Alberta Apprenticeship Act.

Reduction of Waste Important LMPC Task

One of the most important activities of the LMPC at Canadian Tube and Steel Products in Montreal (see p. 1153) has been helping to reduce waste.

A questionnaire on the problem of waste designed to provide the basis for an organized attack on this industrial problem has been prepared. Incorporated in it are many LMPC ideas.

The questionnaire divides the types of materials where care should be exercised into four categories: *fabricating materials*, such as steel and brass; *maintenance materials*, such as fuel, oils and greases, acids and belting; *tooling materials*, such as tool steels, dies, etc.; and such *shipping materials* as boxes, kegs and ties. A series of questions, presented under each category, acts as an excellent yardstick for discus-

sion of the waste problem. In conclusion, the precis notes that "a good many answers (to these questions) are to be found in the scrap pan. Let's take a look and have a few suggestions ready for the next meeting."

One company official has commented on the LMPC as follows: "It has been our experience that in joint discussion . . . a free interchange of opinions and suggestions is creating a better understanding of the production problems confronting the successful operation of the plant which will serve as a constructive means of boosting mutual confidence, teamwork, and morale Our LMPC program we feel serves as a morale builder and a resultant instrument to improve production the sum of which provides a basic foundation for healthier industrial relations."

Legal Decisions Affecting Labour

Supreme Court of Canada renders judgment in cases involving labour relations boards of British Columbia, Nova Scotia, Ontario, Quebec

The Supreme Court of Canada on June 8 handed down decisions in four cases which arose out of the operation of labour relations legislation in British Columbia, Nova Scotia, Ontario and Quebec. In each of these cases the issue brought before the Court centred around the duty of the Labour Relations Board in respect to the certification of a union as bargaining agent for a group of employees.

In the British Columbia case, the complaint was that the Board had wrongly interpreted the definition of "employee" by failing to exclude from a bargaining unit employees who had access to confidential information. The Court held that the position taken by the Board was one that could reasonably be reached on the evidence and that in such circumstances the decision of the Board was final.

In the Nova Scotia case, the question was whether under the statute the Board had discretion to refuse certification to an applicant union, which had satisfied the Board that it fulfilled the conditions for certification set out in the Act, on the grounds that one of its leaders was a Communist. The Court held that the Board did not have authority to disqualify the union on that ground.

In the Ontario case, the complaint was that the Board had failed to exercise its duty to make a full inquiry into the question of "membership in good standing" which it was required to determine in order to decide whether the union was representative of the employees concerned. The Court held that the complaint was justified and that the order issued as a result of the incomplete inquiry was invalid.

In the Quebec case, the complaint was that the Board, without any hearing of the union's side, revoked a certificate as bargaining agent on the grounds that the union was engaging in an illegal strike. The Court held that the Board has a duty to hear both parties on any issue it decides and that the order made without a proper hearing was invalid.

In these cases the Supreme Court of Canada established that decisions of labour boards may in certain circumstances be brought before the courts for review even if the statute setting up the tribunal pro-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

vides that its decision shall be final. The legislature is presumed to intend only that there shall be no right of appeal when the board is exercising the jurisdiction conferred upon it. If it exceeds its jurisdiction (that is, if it does more than the statute expressly permits) or if it declines jurisdiction (that is, fails to do all that the statute requires it to do), then there is the usual access to the courts. A board cannot add to its jurisdiction by a misinterpretation of the law.

The Labour Relations Board et al v. Canada Safeway Limited.

In the *Safeway* case, the Supreme Court dealt with the question whether the British Columbia Labour Relations Board had acted within its powers in including in a bargaining unit office employees who had access to confidential information.

The Retail, Wholesale and Department Store Union, Local 580, applied to the British Columbia Labour Relations Board for certification as the bargaining authority for office employees (except department managers and outside salesmen) at the distributing warehouses in Vancouver of Canada Safeway Limited. The Act provides that "the Board shall determine whether the unit is appropriate for collective bargaining, and the Board may, before certification, include additional employees in, or exclude employees from, the unit."

In the interpretation section of the Act, "employee" is defined as

a person employed by an employer to do skilled or unskilled manual, clerical, or technical work, but does not include:—

(a) a person employed in a confidential capacity or a person who has authority to employ or discharge employees:

(b) a person who participates in collective bargaining on behalf of an employer, or who participates in the consideration of an employer's labour policy...

The Board determined that the office employees, except in certain positions and classes of work which it listed on the back of the certification order, were a unit appropriate for collective bargaining. The unit comprised 24 comptometer operators, nine operators of Powers machines, six telephone operators and two duplicating machine operators. The excepted positions and classes of work were: managers, assistant managers, managerial secretaries, personnel records, payroll clerks, chief accountant, accountant, supervisor of comptometer operators, supervisor of Powers machine operators, pricing department clerk, advertising clerk, bulletin typist.

The company, by means of a writ of *certiorari*, obtained a review of the Board's decision in the British Columbia Supreme Court. The Court held that the Board's decision was within its powers. The company appealed this decision to the British Columbia Court of Appeal, which reversed it, holding that the Board had exceeded its powers. The union and the British Columbia Labour Relations Board then brought an appeal in the Supreme Court of Canada.

With two judges dissenting, the Supreme Court of Canada allowed the appeal and restored the judgment of the British Columbia trial court.

Mr. Justice Rand, in his reasons, described the nature of the work of the operators in question. The comptometer operators are engaged in the preparation and assembly of statistical and report material. What may be called the primary figures come to the central office from the warehouses, merchandising departments and retail stores in the zone, and are combined, consolidated or summarized in such detail and such manner as the company requires. In this matter appear prices, wages, bonuses, profits and other items. The Powers machines are used among other things to make out cheques to employees, for the preparation of invoices of goods to the retail stores, records of cost prices, sale prices and profit margins throughout the zone, and of daily and quarterly reports of volume sales of individual commodities. The duplicating machine operators reproduce the statistical returns and distribute incoming and handle outgoing mail.

From this description he considered it to be clear that the work done is simply the mechanical production of statements of the business. These statements may contain information which the company does not "broadcast from the housetops" but the operators do nothing about it except to transcribe it for the use of others. Their work is basically instrumental. The argument that they should be excluded from the definition of employees covered by the Act is based on the fact that they are "exposed to" the information.

This is a condition which is present more or less in every business and an employee is under a legal duty as a term of his employment to treat all such matters as the exclusive concern of the proprietor.

But the question under the statute is not to be determined by the test whether the employee has incidental access to this information; it is rather whether between the particular employee and the employer there exists a relation of a character that stands out from the generality of relations and bears a special quality of confidence. In ordinary parlance, how can we say that a person skilled to operate a comptometer and employed primarily because of that skill, who is presumably so fully occupied with the particular work of transcribing or consolidating, that the figures in general mean little to him, is by that exposure converted into an employee with a "confidential" relation? Between the management and the confidential employee there is an element of personal trust which permits some degree of "thinking aloud" on special matters; it may be on matters in relation to employees, competitors or the public or on proposed action of any sort or description; but that information is of a nature out of the ordinary and is kept within a strictly limited group. In many instances it is of the essence of the confidence that it be not disclosed to any member of any group or body of the generality of employees.

In his opinion, there is nothing of that sort here. With a large office of upwards of 35 employees engaged in similar occupation, the matter which they work into reports, so far as it is known to one of them, is of common knowledge throughout the office. They occupy no exceptional position in office organization. Most of them are now members of the union. He found no validity in the argument that "the certification of the union to represent them would open the floodgates of exposure of the company's business chiefly to competitors".

No such information would be used by any tribunal except by compelling the company to produce it or by permitting it to be disclosed by witnesses; but no evidence would be countenanced that had been obtained by a breach of duty. The feature a union would be interested in is the financial result of the business, and in this case that fact is published to the world.

He then went on to discuss how "confidential capacity" may be determined. He said that there is an element of confidence between an employer and all his employees and an ascending scale up to those whose relation takes on the "confidential capacity". The point at which that is reached is a matter of judgment to be formed by weighing all the circumstances. As an example, the handling of typewritten reports on advanced stages of atomic development might well today be classed as done by one in such a capacity. Apart from qualifications as a competent operator, integrity and the capacity for self-discipline and control might be an important consideration. Twenty-five years from now all that information may be as common as the formulas of chemistry.

Under the Act the responsibility for determining "confidential capacity" rests with the Board. In his words: "The task of evaluating all these considerations has been committed by the legislature to the Board; and so long as its judgment can be said to be consonant with a rational appreciation of the situation presented, the Court is without power to modify or set it aside."

Mr. Justice Taschereau, Mr. Justice Cartwright and Mr. Justice Estey, accepting the reasons of Chief Justice Farris of the Supreme Court of British Columbia, held that the appeal should be allowed simply on the grounds that, on the evidence before it, it was open to the Board to come to the conclusion that the operators in question were not in fact employed in such a capacity as to be excluded from the term "employees" within the meaning of the Act. In such circumstances they considered that effect must be given to the section of the Act which provides that this question is to be determined by the Board and its decision is final. They did not consider it necessary to inquire whether they would have reached the same conclusion.

Mr. Justice Kerwin, also concurring, did not rely on the provision making the Board's decision final but was satisfied that the Board and Chief Justice Farris came to the right conclusion on the question at issue. He dealt with the argument that the operators in question should be excluded as much as the accountant or supervisors. In his view, the duties of accountants and supervisors comprise much more than tabulating on machines information from various sources. They would collate the information with a view to presenting it, and

making recommendations in connection with it, to a superior employee. For these reasons he thought that the excepted employees were clearly distinguished from those in the unit.

Dissenting Opinions

The Chief Justice and Mr. Justice Kellock dissented, and would have dismissed the appeal. The Chief Justice accepted the reasons of the Chief Justice of the British Columbia Court of Appeal. Mr. Justice Kellock, in giving his reasons, said first that the sections providing that the question of whether a person is an employee is to be determined by the Board, and making the Board's decision final, do not exclude the supervisory jurisdiction of the court of there is "an error on the face of the proceedings".

The error alleged to be apparent on the face of the record in the case at bar is the view taken by the Board of the statutory definition of "employee". Although it is for the Board to determine whether or not a particular person is brought within the statutory definition, the Board may not misconstrue that definition.

He went on to discuss the meaning of "confidential":—

The difference to my mind between a person employed in a confidential capacity and one not so employed is that, in the former case, for reasons, it may be, of convenience or necessity on the part of the employer in the conduct of his business or affairs, the employee is put in possession of matter which the employer regards, from his standpoint, as secret or private.

In this case, the company operates chain stores on a large scale and of necessity requires the assistance of a considerable number of employees in dealing with matters which it desires to keep private. While it is true that being a public company, its annual profits and losses are published, profits or losses for each individual store are not published and "it is obvious that the respondent would have the best of reasons for desiring to keep such information to itself and not available to its competitors". It is detailed information of this sort that the employees in question are dealing with. In his view the Board, in its interpretation, was departing from the plain meaning of the language used by the legislature.

Smith & Rhuland Limited v. The Queen, on the relation of Brice Andrews et al.

The case concerns the rejection by the Labour Relations Board of Nova Scotia of an application from the Industrial Union

of Marine and Shipbuilding Workers of Canada, Local 18, for certification as the bargaining agent of employees in a collective unit. The Board found the unit appropriate for bargaining purposes and the other conditions of certification to be met, but refused certification on the ground that the secretary-treasurer of the union, Bell, who had organized the local body and as its acting secretary-treasurer had signed the application, was a Communist and the dominating influence in the union. The Supreme Court of Nova Scotia, on *certiorari*, set aside the Board's order dismissing the application and directed the Board to reconsider it, holding that the Board had, in the circumstances, no discretion to refuse but that, even if it had, the discretion had been improperly exercised. Before the Supreme Court of Canada both these grounds were challenged.

The first, that the Board had no discretion to refuse certification if the prescribed conditions were met, depends on the interpretation of the word "may" in Section 9(2)(b) of the Nova Scotia Trade Union Act, which reads:—

If a vote of the employees in the unit has been taken under the direction of the Board and the Board is satisfied that not less than 60 per cent of such employees have voted and that a majority of such 60 per cent have selected the trade union to be bargaining agent on their behalf; the Board may certify the trade union as the bargaining agent of the employees in the unit.

The provincial Interpretation Act provides that "may" shall be construed as being permissive. Such definitions in the Interpretation Act are to apply "in so far as they are not inconsistent with the interests and object" of the Acts to which they extend.

The reasons of Mr. Justice Kerwin, Mr. Justice Estey and Mr. Justice Rand were delivered by Mr. Justice Rand.

Examining the Trade Union Act, Mr. Justice Rand found that it exemplified strikingly the contrasted uses of "shall" and "may":—

For instance, in 9(1) we have "the Board shall determine" whether the unit is appropriate; "the Board may . . . include additional employees in the unit"; "the Board shall take such steps to determine the wishes of the employees"; 9(4) "the Board . . . may, for the purpose . . . make such examination of records or other inquiries, etc."; "the Board may prescribe the nature of the evidence to be furnished"; 9(5) "the Board, in determining the appropriate unit, shall have regard to the community of interests"; 9(7) "if the Board is not satisfied . . . it shall reject the application and may designate the time before a new application will be considered"; Sec. 11, the Board "may revoke the certificate."

There are other examples, and in the face of them, Mr. Justice Rand held that it would be "an act of temerity to hold that in the clause before us the word is to be taken in an imperative sense". The word is to be taken as permissive and as "connoting an area of discretion".

The remaining question was whether the Board, in its rejection, acted within the limits of that discretion. In examining this question, Mr. Justice Rand assumed the findings made as to Bell's adherence to the doctrines of communism and the strategy and techniques by which they are propagated.

The Board's finding of domination was based on the key position of general secretary-treasurer and organizer which Bell held, on his acceptance of communistic teachings and by the fact that the Communist Party requires its adherents to seek by deceit, treachery and revolution to subvert democratic institutions. As summed up by His Lordship:—

That is to say, the circumstance that an officer of a federated labour union holds to these doctrines is, *per se*, and apart from illegal acts or conduct, a ground upon which its local unions, so long as he remains an officer, can be denied the benefits of the Trade Union Act.

No one can doubt, he said, that the problem presented in choosing between toleration of those who hold such doctrines and restrictions repugnant to our political traditions is a difficult one; but there are certain facts which must be faced.

He pointed out that there is no law in this country against holding such views nor of being a member of a group or party supporting them:—

This man is eligible for election or appointment to the highest political offices in the province: on what ground can it be said that the legislature of which he might be a member has empowered the Board, in effect, to exclude him from a labour union? or to exclude a labour union from the benefits of the statute because it avails itself, in legitimate activities, of his abilities?

If it should be shown that a union is not intended to be an instrument of advantage and security to its members "but one to destroy the very power from which it seeks privilege" then a different situation would be presented. That was the situation in *Branch Lines Limited v. Canadian Seamen's Union* which was held to justify a revocation of the certificate by the Canada Labour Relations Board.

In this case nothing was urged against the local union; it seeks the legitimate end of the welfare of its members. The

federated body to which the local belongs is affiliated with the Canadian Congress of Labour. During 1951, two local units of this union were certified by the Board. To treat the communistic views of the organizer as a ground for refusing certification he termed "a want of faith in the intelligence and loyalty of the membership of both the local and the federation".

The dangers from the propagation of the communist dogmas lie essentially in the receptivity of the environment. The Canadian social order rests on the enlightened opinion and the reasonable satisfaction of the wants and desires of the people as a whole; but how can that state of things be advanced by the action of a local tribunal otherwise than on the footing of trust and confidence in those with whose interests the tribunal deals? Employees of every rank and description throughout the Dominion furnish the substance of the national life and the security of the state itself resides in their solidarity as loyal subjects. To them, as to all citizens, we must look for the protection and defence of that security within the governmental structure, and in these days on them rests an immediate responsibility for keeping under scrutiny the motives and actions of their leaders. Those are the considerations that have shaped the legislative policy of this country to the present time and they underlie the statute before us.

For these reasons he did not think that the Board was empowered to take away rights from a labour organization because there was among its officers an individual holding political views considered by the Board to be dangerous. There must be some evidence that, with the acquiescence of the members, he had directed the union towards ends destructive of its legitimate purposes to justify excluding employees from the rights and privileges of a statute designed primarily for their benefit. The appeal was accordingly dismissed.

Mr. Justice Kellock, holding with the majority that the appeal should be dismissed, adopted somewhat different reasoning. In his view, when the statute provides that the Board "may" certify the union, it contemplates the other questions which the Board has to decide concerning the appropriateness of the unit as set out in Section 9(3). This he considered to be the only interpretation of "may" which would be in harmony with Section 8, which provides for the certification of a union to represent a craft unit and which says that, under certain conditions, the union "shall be entitled" to be certified. He did not consider that "may" was intended to denote an area of discretion; accordingly other considerations than those the Board is directed by the statute to consider are

irrelevant. In this case he held that the Board's decision was reached upon a consideration of extraneous matters; for this reason he would dismiss the appeal.

Dissenting Opinions

Mr. Justice Taschereau, Mr. Justice Cartwright and Mr. Justice Fauteux dissented, holding that the Board properly exercised a discretion conferred on it by the statute and that it was not the function of the court to interfere. Mr. Justice Cartwright, in a judgment with which Mr. Justice Fauteux concurred, summed up his position as follows:—

In the case at bar, the Board was guided by the fact, as found by it, that the dominant leadership and direction of the applicant union was provided by a member of the Communist Party, to the conclusion that certification would be inconsistent with the principle and purpose of the Act and contrary to the public interest. I am quite unable to say as a matter of law that this was an extraneous consideration. It must not be forgotten that under Section 11 certification once granted may be revoked but only after it has been in effect for not less than ten months. It is not necessary that I should express an opinion as to whether the decision of the Board was right or wise. It appears to me to be a decision made in the *bona fide* exercise of a discretion which the legislature has seen fit to commit to it and not to the courts.

They would have allowed the appeal and set aside the order of the Supreme Court of Nova Scotia.

Toronto Newspaper Guild, Local 87 v. Globe Printing Company.

By leave of the Court of Appeal for Ontario, the Toronto Newspaper Guild, Local 87, appealed from a judgment of that Court affirming an order of the High Court of Justice quashing a certificate of the Ontario Labour Relations Board. The certificate entitled the union to act as bargaining agent for the employees of the circulation department of the Globe Printing Company.

With two judges dissenting, the Supreme Court of Canada dismissed the appeal.

Mr. Justice Kellock in his reasons for decision set out the facts in detail. The Toronto Newspaper Guild applied to the Ontario Labour Relations Board to be certified as bargaining agent for certain employees in the circulation department of the Globe Printing Company, claiming to have a majority of the employees as members in good standing.

The Labour Relations Act 1948 (Ontario) and regulations under it (the legislation under which the application was made) empower the Board to grant certification

if satisfied that the majority of the employees in a unit appropriate for collective bargaining are members in good standing of an applicant trade union. If a question arises whether a person is a member in good standing of a trade union, the Board is to decide the question, such decision to be final and conclusive. Another section of the Act provides that the decisions of the Board are not to be reviewed by any court.

As required by the rules made by the Board, the application was verified by the affidavit of the secretary of the applicant union and written notice of its filing was duly given to the company by the registrar of the Board. In its reply the company requested the Board to determine if the applicant represented a majority of the employees in the unit. A hearing was called by the registrar.

The statute contains provisions which indicate the nature of the hearing that is to be held:—

(7) The Board and each member thereof shall have the power of summoning any person and requiring him to give evidence on oath before the Board and to produce such documents and things as may be deemed requisite for the full investigation of any matter coming before the Board and shall have the like power to enforce the attendance of witnesses and to compel them to give evidence and to produce documents and things as is vested in any court in civil cases.

(8) The Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

It is further established by case law (*Board of Education v. Rice*, 1911 A.C., 179) that a tribunal of the nature of the one here in question "must act in good faith and fairly listen to both sides, for that is a duty lying upon every one who decides anything," and that it must give a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view.

At the hearing, after the matter of the composition of the bargaining unit was disposed of, the Board proceeded to deal with the claim of the union to have a majority of the employees in its membership. The union claimed to have 59 members and filed documents said to represent 57 members who had paid initiation fees or dues. As requested by the Board, the company's counsel filed lists of employees of the department as of the date of the application and the date of the hearing.

Counsel for the company then contended that the documents filed by the union in support of its membership claims did not show that a majority of the employees in the unit were members in good standing and he asked to cross-examine the union secretary. He stated that he had information that a number of employees had sent in resignations. The chairman stated that he saw no relevancy to resignations. Counsel for the union objected to any cross-examination of union officials and said that the documents which had been filed did represent members in good standing according to the union's constitution. The chairman ruled against cross-examination of the witness. Counsel for the company then urged that a heavy onus lay upon the Board to make a full investigation to satisfy itself, and that it should itself question the witness and examine the documents, or examine some or all of the employees in the department, or order a vote by secret ballot.

The Board did not take a vote, or, so far as is disclosed by the record, make any further inquiry, and issued an order certifying the union as bargaining agent for the employees in the defined unit.

Mr. Justice Kellock considered it to be plain from this recital of the facts that there was no hearing of the matter before the Board for investigation within any reasonable interpretation of the word.

In the case at bar it was impossible for the Board to determine whether any one of the persons alleged to be members of the appellant was in fact a member in good standing if the Board refused to enter upon the question as to whether or not, assuming membership to have originally existed, it had continued. This was the very obligation placed upon the Board by the statute. By refusing to enter upon it, the Board in fact declined jurisdiction. It is well settled that any order pronounced by an inferior tribunal in such circumstances is subject to the supervising jurisdiction of the superior courts, exercisable by way of *certiorari*.

He then dealt with the contention of counsel for the Guild that a mere refusal to permit the cross-examination of a witness does not amount to a "manifest defect of jurisdiction" such as to make the Board's action subject to court review. The refusal to permit cross-examination might not have been so considered had the Board not itself declined to enter into the inquiry which the statute laid upon it.

He dismissed the point that the Board's failure to consider resignations might have been for the reason that under the union constitution any withdrawal of membership was ineffective at the time of the

hearing, since this point was not raised in the courts below nor was any material filed with the court.

Mr. Justice Fauteux reviewed the obligation of the Board to decide any question submitted before concluding that the alleged members of the union were in good standing.

On a consideration of the material admittedly showing what took place before the Board, I cannot convince myself that the latter did not decline jurisdiction as a result of its rulings on the various requests made at hearing by the respondent, all of them being directed to the contestation of the right of the appellant trade union to be certified as bargaining agent. In the perspective of all that took place, the ruling as to the evidence is, I think, as much, if not more, consistent with a declining of jurisdiction than with a wrongful refusal to receive evidence.

Mr. Justice Kerwin, after reviewing the facts and the applicable legislation, noted that, since the Board refused to order a vote as requested by the employer, the Board's jurisdiction to certify depended upon its being satisfied that the majority of the employees in the unit were members in good standing of the union.

But the Board said that it was irrelevant whether certain individuals had resigned from the Union and it therefore declined to investigate that all important question. In proceeding to certify, it exceeded its jurisdiction and excess of jurisdiction has invariably been held to be a ground upon which a Superior Court could quash an order of an inferior tribunal.

Dissenting Opinions

Mr. Justice Cartwright, dissenting, was unable to find from the record that the Board's procedure was such that it had exceeded its jurisdiction or that it had failed to fulfil a duty laid upon it by the statute.

What is complained of is that the Board refused to permit cross-examination or to receive or obtain for itself evidence all directed to establishing that between the date of the application for certification and the date of the hearing a number of employees of the respondent who had theretofore been members of the appellant had sent in their resignations and had consequently ceased to be "members in good standing".

He pointed out that it was clear that before ruling that resignations were irrelevant, the Board heard full argument from counsel for both parties.

The ruling indicates that the Board reached the conclusion that a member who sent in his resignation during the stated period nonetheless remained a member in

good standing at the date of the hearing. If this conclusion was right then the evidence tendered was irrelevant. It may well be that the conclusion was wrong; but that would, or might, depend upon the provisions of the constitution of the appellant which may or may not have been before the Board or upon the contents of the written applications for membership which were before the Board.

Even assuming that the Board was wrong in refusing to receive evidence, the refusal, in his view, was for the reason that even if received it would not prove the subject matter into which the Board was bound to inquire, that is whether those who sent in their resignations ceased to be members in good standing.

I conclude, therefore, that no refusal to hear the parties, or excess of jurisdiction or declining of jurisdiction is made out and that effect must be given to the provisions of the statute which render the decision of the Board final and forbid its review.

Mr. Justice Rand also dissented from the Court's decision. After reviewing the legislation, he said that the provision of the Act excluding the control of the courts is designed to apply to the scope of action within which the Board is intended by the legislature to act. *Ultra vires* action is a matter for the superior courts. The real controversy lies in the determination of the boundaries of that contemplated scope.

Certainly where the Board is at liberty to inform itself of matters of fact by any means, as it is here, and where it can act if "satisfied" of certain things and where its findings are declared to be final and judicial review excluded, I doubt that the test can be anything less than this: is the action or decision within any rational compass that can be attributed to the statutory language?

He noted that neither the statute nor the regulations made any reference to a hearing; the hearing is a step that arises by implication from procedural rules. Assuming that the parties have a right to a hearing, "it has been encrusted with so many qualifying powers in the Board that its ordinary function has been virtually emasculated". It is reduced to an opportunity for each side to present its own evidence unilaterally and by its own means only. It may be disclosed to the Board only.

Such a method, in his view, "clashes with the lessons of our law's experience; the best means to truth remain those of open disclosure of the facts". Yet, he pointed out, both unions and employers are apt to insist strongly upon the secrecy of what is called "confidential" matter. In general the open public court is recognized as "the

citadel of our legal system". Authority to make decisions on matters undisclosed to both sides is the first step toward arbitrary judgment, the final stage of which, if allowed to be pursued, is dictation.

These considerations, however, he held to be irrelevant where there is no clear departure from the field of action defined by the statute, and he found none in this case. It is to the legislature, not the courts, that complaints against the procedure authorized by the legislation must be addressed.

L'Alliance des Professeurs catholiques de Montréal v. La Commission des Relations ouvrières de la province de Québec et La Commission des Ecoles catholiques de Montréal, Mise-en-cause.

In the Montreal teachers' case, the Supreme Court, with no dissenting opinion, found the Board's decertification order to be invalid. The Chief Justice in his reasons for decision carefully set out the steps leading up to the placing of the issue before the Supreme Court.

On May 12, 1944, the Quebec Labour Relations Board certified *L'Alliance des Professeurs Catholiques de Montréal* (the Association of Catholic Teachers of Montreal) as the bargaining agent for all teachers in the French schools of the Montreal Catholic School Commission.

In January 1949, the Association and the School Commission had not succeeded in negotiating a collective agreement covering salaries for the current year. At a general meeting of the Association held January 12, the majority of the members present voted in favour of a strike which was to begin Monday, January 17. The strike took place on that date but, at the end of the week, the teachers decided to return to work, and did so on Monday, January 24. During the strike, on January 21, the School Commission addressed a letter to the Board requesting the cancellation of the certificate as bargaining agent held by the Association. On the same day, without a hearing or notice to the Association, the Board rendered a decision cancelling the certification. This decision was sent to the Association by telegram the same day and confirmed by a letter the following day.

On April 27, 1949, the Association applied to a judge of the Superior Court for an order authorizing the issue of a writ of summons. In its application which accompanied the writ, the Association claimed that the cancellation of the certificate as bargaining agent was illegal, since a strike was not a just cause for cancellation and

because, in addition, the Association had not received any notice of the request for decertification. It asked for a declaration that the Board had exceeded its jurisdiction in its decision of January 21 and that in consequence this decision should be adjudged null and void. Leave was given to bring the issue into court and an order was made restraining the Board from acting on the revocation until the trial of the action.

The judgment of the Superior Court given September 23, 1950, confirmed the writ of prohibition and quashed the Board's decertification order. The Labour Relations Board appealed this decision to the Court of King's Bench, Appeal Side, and the appeal court reversed the decision. The Association then brought an appeal to the Supreme Court of Canada.

After setting out the facts the Chief Justice reviewed the reasons given by Mr. Justice Savard in the Superior Court for finding that the Board had exceeded its jurisdiction and that the decertification order should be quashed. He stressed the fact that not only did the Board render a decision without notice to the Association, or the holding of a hearing, but that it actually gave the decision before the matter was properly before it. The application of the School Commission was prepared at Montreal after a meeting of the Commission and was dated January 21. That is the same day that the Board, sitting at Quebec, granted the request, although it did not receive the Commission's submission until January 24.

What this amounts to is that the Board granted the request of the School Commission without even having received it, and then telegraphed the decision cancelling the certification to the Association. In the Chief Justice's words,

Voilà une justice expéditive, s'il en est une: Le jugement rendu avant que la requête fut devant la Commission intimée et la partie intéressée informée par télégramme.

He held with the judge of the Superior Court that this procedure was contrary to the fundamental principles of justice.

He then reviewed the article of the Code of Civil Procedure which provides that no judicial question can be adjudicated upon unless the party against whom it is made has been heard or duly summoned; he cited numerous cases in which the principle had been applied.

Whatever powers of discretion a body such as the Labour Relations Board may have, it is not a question here of discretion but of the most arbitrary action. Even

if it is called an administrative body, whenever it exercises a semi-judicial function, as it did in this instance, it becomes an inferior tribunal in the sense of Article 1003 of the Code of Civil Procedure. It did more than exceed its jurisdiction; it acted without any jurisdiction and its action gives rise to a writ of prohibition.

He dealt next with the semi-judicial nature of the Board's functions. The Association possessed the certificate as bargaining agent issued by the Board. Under Section 7 of the Labour Relations Act, the Board, before issuing the certificate, was under a duty to assure itself of the representative character of the Association and of its right to be recognized, after having examined its books and records. He called attention to the phrase "right to be recognized" which appears in the Act.

In addition, under Section 41, the Board may, for cause, revise or cancel any decision or order rendered by it or any certificate issued by it. This power is given the Board only "for cause". The situation then was that the Association had been recognized by the Board and that this recognition could not be revoked arbitrarily, nor even in the exercise of discretion, but only "for cause". Consequently, in revoking the Association's certificate, the Board was taking away a right and the decision that it rendered was thus strictly a judicial decision in which the Board was called upon to judge whether cause existed to take away the right.

In such circumstances, the rule is that the party whose right is at stake must be given a hearing and the opportunity to defend himself. This is borne out by many cases. The Chief Justice quoted from a judgment of the Privy Council in a Quebec case (*Lapointe v. Association de Bienfaisance et de retraite de la Police de Montréal*, 1908 AC 535):—

They are bound in the exercise of their functions by the rule expressed in the maxim '*Audi alteram partem*' that no man should be condemned to consequence resulting from alleged misconduct unheard, and without having the opportunity of making his defence. This rule is not confined to the conduct of strictly legal tribunals, but is applicable to every tribunal or body of persons invested with authority to adjudicate upon matters involving civil consequences to individuals.

This well-recognized principle is found in the Act itself. Section 50 gives certain powers to the Labour Relations Board and stipulates that, in case of violation of the section on forbidden practices, the Board may, without prejudice to any other

penalty, decree the dissolution of the association, but "after giving it an opportunity to be heard and to produce any evidence tending to exculpate it". In the appeal court, the point was made that since this provision appeared in the Act only in the case of violations of the section on forbidden practices, it must have been intended that no notice was required under Section 41. That no one may be condemned or deprived of his rights without being heard is a general rule of law and it would take more than the silence of a statute to deprive any one of it. It would be necessary for the legislature to use explicit terms to put aside this obligation which rests on all tribunals.

He then dealt with the main argument upon which the majority of the appeal court had based their opinion, that is, that the fact that the Act (Section 36) gave the Board all the powers, immunities and privileges of commissioners appointed under the Public Inquiry Commission Act, and that a provision of that Act is to the effect that "no writ of injunction or prohibition or other legal proceeding shall interfere with or stay the proceedings of the commissioners in the inquiry (RSQ 1941, c. 9, s. 17)." Along with the judge of the trial court, he was of the opinion that there was no reason to conclude that the Legislature intended to make this provision applicable to the Labour Relations Board. In any case it could not be invoked to prevent a writ of prohibition against a judgment rendered without jurisdiction.

Much could be said, the Chief Justice remarked, on the constitutionality of statutory provisions which purport to prevent superior courts from examining the validity of decisions rendered by this or that board and of shutting off access to the regular courts of the country. In this case, the constitutionality of the section was not raised. The Supreme Court of Canada could have raised the issue, in which event the Attorney General of Canada and of the Attorney General of the Province of Quebec would have had to be notified. In his view it was better to wait until that question becomes essential for the decision of a case. In this case it was not essential.

Mr. Justice Fauteux and Mr. Justice Kerwin, each writing separate reasons for decision, were in agreement with the Chief Justice that the appeal should be allowed on the ground that the Board was bound to give notice to the teachers' Association and to hear any representations the

Association desired to make before deciding whether the certificate should be cancelled.

Mr. Justice Rand considered that this question also had been raised in the appeal: whether a strike called in violation of the Labour Relations Act and of the Public Services Employees Disputes Act is a cause for revoking a certificate of representation under the Labour Relations Act to a professional syndicate, i.e. an employee organization incorporated under the Professional Syndicates Act.

In considering this question he first looked at the Labour Relations Act to determine the scope within which the legislation was conceived and enacted and was intended to be administered. In his words, the object is

to promote the reconciliation, with the least waste, and by rational means, of the conflicting interests of employers and employees. Indirectly it seeks the broader object of maintaining confidence and faith of the community in itself and its solidarity in freedom by furnishing means for reaching adjustments between those who employ and those employed in the execution of the various functions of our complex life.

The effect of revocation would be to deprive the syndicate of its right to

require negotiation by the employer until, on the basis of the argument submitted by counsel for the Board, the Board in its wisdom thought the punishment had been sufficient or until the Association, to the satisfaction of the Board, in some form or other, "had purged itself of its sin". Until then, the Association would, in effect, be outlawed. Such a conception could not, in his view, be reconciled, on any reasonable view of the objects of the statute, with promoting harmony in any service or work, public or private.

Further, it is a basic rule that where an Act creates an offence and provides a penalty for it, that penalty, in the absence of language indicating a contrary intent, is to be presumed to be the only punishment intended. There is nothing in the statute in question from which the slightest implication can be drawn that other punishment was intended; but the Board imposed other and severe punishment.

The argument that the strike showed the Association not to be a group that seeks its object "with respect for law and authority", as in the definition of "association", he thought could not be taken seriously.

Recent Regulations, Federal and Provincial

General increase in minimum rates made in Saskatchewan; regulations under province's Mines Regulation Act revised. In Manitoba, annual fair wage schedule for construction industry is issued. Details of procedure for payment of pensions to disabled laid down in Alberta

Under the Saskatchewan Minimum Wage Act, a general increase in the minimum rates to \$26 and \$24.50 a week became effective June 1; the coverage of the Act was extended to the entire province. Since the coverage of the Hours of Work Act and the Minimum Wage Act is the same, hours of work orders were revised and reissued to make provision for the extension.

Significant changes were made in a new revision of the regulations under the Saskatchewan Mines Regulation Act.

In Manitoba, the annual fair wage schedule for the construction industry was issued, establishing higher minimum rates of pay.

Regulations made under the recently proclaimed Boiler and Pressure Vessels Act of Ontario set out qualifications for certificates of competency of boiler inspectors and the procedure for registration and approval of designs of boilers, pressure vessels and plants.

Schedules of fees for the examination of building plans were set out in regulations under the Ontario Factory, Shop and Office Building Act.

Details of administrative procedure for the payment of pensions to disabled persons were laid down in Alberta.

FEDERAL

Department of Veterans Affairs Act

Disabled veterans employed in sheltered employment workshops operated by the Minister of Veterans Affairs are deemed to be "employees" within the meaning of the Government Employees Compensation Act as a result of a revision of the Vetcraft Shops Regulations made by an Order in Council (P.C. 1953-502) on March 31 and gazetted April 22. Employees in Vetcraft Shops, who are paid at wage rates recommended by the Minister and approved by Treasury Board, will receive compensation for injury or disablement incurred from their employment at the same rate as persons employed by private employers, according to the terms of the Workmen's Compensation Act of the province in which the accident occurs or the disease is contracted.

The other provisions of the regulations were not changed (L.G., 1951, p. 1700).

PROVINCIAL

Alberta Disabled Persons' Pensions Act

Regulations under the Disabled Persons' Pensions Act passed at the 1953 session of the Alberta Legislature have been issued laying down the details of administrative procedure under the Act, which provides for the payment of pensions to needy disabled residents of the province.

The Act defines a "disabled person" as one who is suffering from a chronic disability and is physically unfit for gainful employment. A disability is considered chronic when a person has suffered from it for a period of 12 months or longer. The pension, not to exceed \$40 a month, is payable to a disabled person who is at least 21 years of age and who has resided in Alberta for the 10 years immediately preceding the date of his application for a pension, provided he is not in receipt of certain other types of assistance, such as an allowance under the Blind Persons Act, and provided that his income, including the pension, does not exceed \$720 a year if he is unmarried or \$1,200 a year for both the recipient and his wife if he is married. The Act came in force on June 1.

Also effective on that date, the regulations, gazetted April 30 and approved by O.C. 550-53, provide for the making and investigation of applications and the payment of pensions. In form and wording the regulations are similar to those providing for old age assistance and other pensions.

A person who has attained the age of 20 years and eight months may apply for the pension. The following particulars must be given in the application: the full name of the applicant (a married woman must also give her full maiden name); the place and date of birth of the applicant and his spouse; his present address and the place or places of residence during the 10 years preceding the date of application; the particulars of marital status; the occupation, income and means of subsistence of the applicant and spouse; and particulars of any real or personal property (apart from household furnishings or personal effects) owned by the applicant or spouse at the date of application or transferred to any person during the preceding five years. The application must be supported by a statutory declaration that all statements made are true and that no information required has been concealed or omitted.

An investigation must be made before the Pensions Board may grant, suspend or reinstate a pension or alter the rate of a pension. The regulations set out the evidence which may be accepted by the Board as proof of age, marital status and residence and outline the method of determining income.

The Board is to include as income the pension paid under the Act, any assistance given to an applicant's spouse under any other pension legislation, interest from real or personal property and the value of board and lodging furnished either free or for a nominal charge. The amount considered as income, where board and lodging are supplied free or for a nominal sum, may not be less than \$10 a month for lodging, \$20 a month for board, or \$30 a month for board and lodging for a single person and \$15, \$30 and \$45, respectively, for a married couple.

Temporary absences from Alberta which when totalled and averaged do not exceed 60 days a year are not considered to be interruptions in the residence in Alberta of the applicant. Certain types of employment outside the province are also deemed to be equivalent to residence in Alberta. They include employment on ships, trains and fishing boats, seasonal employment for not more than six months in one year, employment by a Canadian firm or by the United Nations and missionary work, provided that, in any of these cases, the applicant had a permanent place of abode in the province or maintained a self-contained domestic establishment there. Absence from Alberta on government service or with the Armed Forces (including

war service with an ally of Canada) is also counted as residence in Alberta, if the applicant returned to Alberta when his duties abroad ended.

The pension, payable at the end of each calendar month, is to be suspended while a recipient is absent from Alberta; but the Board may pay the pension for any period of absence less than 92 days in the year preceding the recipient's return. The pension must also be suspended if the recipient is in prison with a sentence of more than 30 days, if he is in a public mental hospital, or if he does not comply with the Act or regulations. An amendment made by O.C. 671/53, gazetted May 30, requires suspension of the pension if the recipient is in a provincial sanatorium or other public institution.

Any increase or reduction in income or real property of a recipient or his wife must be reported to the Board. Authority is given to the Board to recover any sum improperly paid to the recipient.

Alberta Widows' Pensions Act

The Widows' Pensions Regulations (L.G., 1952, p. 1103) were re-issued without significant change, effective from April 1. The new regulations were approved by O.C. 549-53 and gazetted April 30.

The Board administering the Act and regulations, formerly known as the Old Age Pensions Board, is now the Pensions Board. It also administers the Blind Persons Act, the Old Age Assistance Act, the Supplementary Allowances Act, and the Disabled Persons' Pensions Act. With respect to administrative procedure, the Widows' Pensions Regulations are almost identical with the Disabled Persons' Pensions Regulations described above.

An amendment to the Widows' Pensions Regulations, gazetted May 30 and effective June 1, makes confinement of a widow to a provincial sanatorium or other public institution a reason for suspending payment of her pension.

British Columbia Electrical Energy Inspection Act

New schedules of fees for inspection services have been issued under the British Columbia Electrical Energy Inspection Act. In all but a few cases, the fees are higher than previously. The schedules form a part of the regulations under the Act (L.G., 1950, p. 1064; 1951, p. 244), which were re-issued with little other change by O.C. 653 of March 21, gazetted April 9. These regulations require permits for electrical work anywhere in the province and provide for the inspection of all such work.

British Columbia Hours of Work and Minimum Wage Acts

Commercial travellers in British Columbia are now exempt from the operation of the Hours of Work Act and the Male and Female Minimum Wage Acts. The exemption, provided for by Hours of Work Regulation No. 39 and Minimum Wage Regulation No. 1, took effect on May 28.

Amendments to the Minimum Wage Acts, passed during the 1953 session of the Legislature, authorized the Board of Industrial Relations to make exemptions for the purpose of efficient administration. It had been found impracticable for employers to keep the required daily records of the wages and hours of these employees.

British Columbia Workmen's Compensation Act

Work in a prison hospital unit is now considered employment in which workers who contract tuberculosis may receive compensation under certain conditions. The change in the schedule of industrial diseases, gazetted April 9, was made and became effective April 1.

To be eligible for compensation for tuberculosis, a worker in a prison hospital unit must be free from evidence of the disease when tuberculosis became an industrial disease applicable to him under the Act, that is, on April 1, 1953; must be free from the disease when first entering such employment; and must continue to be free from evidence of tuberculosis for six months after being employed unless he can show by means of a negative tuberculin test that he was free from tuberculosis infection at the time of employment.

Similar places of employment already covered in the schedule are hospitals, sanatoria, clinics, the British Columbia Medical Research Institute, and a public health unit of the provincial Government, of the University of British Columbia, of any municipality, of a school board, or of a branch of the Victorian Order of Nurses.

Manitoba Fair Wage Act

Fair Wage Schedule for 1953-54

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 11/53) was gazetted April 25 and will be in effect from May 1, 1953, to April 30, 1954. The schedule as regards Zone "A" rates and hours (Greater Winnipeg) is chiefly based on provisions of existing collective agreements.

The number of zones for which differing rates are set by the schedule was reduced from three to two. Zone "A" rates apply

to public and private work in Winnipeg and a 30-mile radius; Zone "B" rates apply to public work elsewhere in the province and to private work in cities and towns with a population of more than 2,000. These cities and towns are now listed and include Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas. Formerly, the schedule set rates for Zone "C", which applied to public and private work in Brandon, now included in Zone "B".

"Public work" includes public works authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

"Private work" means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds \$100.

All the minimum hourly rates in Part I of the schedule were raised except those for bridge and structural steel and iron workers; linoleum floor layers; and persons employed on mastic floor work as kettlemen, rubbers and finishers and spreaders and layers. The increase is 10 cents an hour in most cases.

A rate of \$1.40 an hour is set for the first time for helpers with at least two years' experience assisting journeymen electrical workers in Zone "A". For these workers a maximum 48-hour week is set.

By a further change, lathers working on wood and wire must now receive the higher rates formerly paid only to metal lathers. Previously, these workers were governed by a lower rate fixed for lathers working on material other than metal.

The maximum weekly hours in all cases remain the same as those fixed for last year.

In Part II of the schedule the minimum rates for all classes of workers engaged in public road and bridge works in those parts of the province outside the limits of the City of Winnipeg were raised by five cents an hour. The maximum hours for which straight-time rates are paid over each two-week period remain at 108.

As previously, with respect to overtime, it is provided that time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

The schedule also notes that employers in construction work in Greater Winnipeg are required to affix vacation-with-pay stamps in a worker's stamp-book to the extent of two per cent of the total wages earned in each pay-period.

The schedule follows:—

FAIR WAGE SCHEDULE

Zone "A" Rates Apply:

To both "public work" and "private work", as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway.

Zone "B" Rates Apply:

- (1) To "public work", as above defined, in all other parts of the Province except where Zone "A" rates apply.
- (2) To "private work", as above defined, wherever the population exceeds 2,000 except where Zone "A" rates apply.
- (3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.

SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1, A.D. 1953, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Minimum per hour	Maximum per week	Minimum per hour	Maximum per week
1. Asbestos Workers—				
(a) Journeyman.....	\$ 1.80	40	\$ 1.70	48
(b) 1st Class Improvers.....	1.50	40	1.45	48
(c) 2nd Class Improvers.....	1.35	40	1.30	48

SCHEDULE "A" PART I—continued

The following schedule shall apply from and after May 1, A.D. 1953, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Minimum per hour	Maximum per week	Minimum per hour	Maximum per week
2. Bricklayers.....	\$ 2.10	40	\$ 1.95	44
3. Bridge and Structural Steel and Iron Workers.....	1.90	40	1.90	44
4. Carpenters and Millwrights.....	1.90	40	1.75	44
Carpenters.....	City of Brandon		1.80	44
5. Cement Finishers (in warehouse or large floor area jobs)	1.25	48	1.20	48
6. Electrical Workers (inside wiremen, licensed journeymen)	1.90	40	1.75	48
Helpers with two (2) years or more experience assisting journeymen.....	1.40	40		
Licensed Journeymen.....	Town of Flin Flon		1.75	48
7. Elevator Constructors (passenger and freight).....	1.92	40	1.92	44
Helpers.....	1.34	40	1.34	44
8. Building Labourers—				
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	1.25	48	1.20	48
(b) General Building Labourers.....	1.05	48	1.00	48
9. (a) Lathers, Wood, Wire and Metal.....	1.70	40		
(b) Lathers.....			1.35	48
10. Linoleum Floor Layers.....	1.05	48	1.00	48
11. Marble Setters.....	1.90	40	1.75	44
12. Mastic Floor Kettlemen.....	.95	48	.90	48
13. Mastic Floor Rubbers and Finishers.....	.95	48	.90	48
14. Mastic Floor Spreaders and Layers.....	1.15	48	1.10	48
15. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.65	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.65	48	1.45	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of The Steam Boiler Act or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....	1.50	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting Engineers in charge of same.....	1.25	48	1.15	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	1.25	48	1.15	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled laborers.....	1.25	48	1.15	48
16. Painters, Decorators, Paperhangers and Glaziers.....	1.65	40	1.60	48
Swing Stage and Spray Painters.....	1.75	40	1.70	48
17. Plasterers.....	2.10	40	1.95	44
18. Journeymen of the Plumbing and Pipefitting Industry	2.00	40	1.60	44
Helpers.....	1.25	40	1.15	44
19. Roofers—Mop Handlers.....	1.05	48	1.00	48

SCHEDULE "A" PART I—continued

The following schedule shall apply from and after May 1, A.D. 1953, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Minimum per hour	Maximum per week	Minimum per hour	Maximum per week
20. Sewer Construction Work—	\$		\$	
(a) Caisson Workers.....	1.25	48	1.20	48
(b) Labourers.....	1.05	48	1.00	48
(c) Pipe Layers.....	1.10	48	1.05	48
(d) Tunnellers.....	1.10	48	1.05	48
21. Sheet Metal Workers.....	1.75	42½	1.45	48
22. Shinglers.....	1.50	40	1.40	48
23. Stonecutters.....	1.70	44	1.60	48
24. Stonemasons.....	2.10	40	1.95	44
25. Terrazzo and Oxi-Chloride Workers—				
(a) Layers.....	1.70	40	1.70	48
(b) Machine Rubbers (Dry).....	1.25	48	1.20	48
(c) Machine Rubbers (Wet).....	1.05	48	1.05	48
26. Tile Setters (including all clay product tile and Vitrolite Glass).....	1.90	40	1.75	44
27. Tile Setters (plastic, metal, asphalt, rubber and linoleum).....	1.40	40	1.25	48
28. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	1.35	48	1.35	48
29. Truck drivers (while in charge of truck on construction work only).....	1.25	48	1.20	48
30. Watchmen.....	.80			

Ontario Boilers and Pressure Vessels Act

New regulations were issued under Section 44 of the Boilers and Pressure Vessels Act, 1951, replacing all those made under the previous Act, by an Order in Council O. Reg. 44/53 made on April 2 and gazetted April 18.

New sections in the 1951 Act provide that all inspectors of boilers and pressure vessels, including those of boiler insurance companies, must hold certificates of competency and require the design of a boiler or pressure vessel to be submitted to and approved by the Chief Inspector before construction is begun. The Act was proclaimed in force on March 27, 1953. The regulations therefore set out the qualifications of inspectors, and the procedure for registering designs of boilers and pressure vessels and plants. They also specify the type of identification markings which must be stamped on a boiler when it has been registered and fix the fees for inspection.

To qualify as an inspector an applicant must be at least 25 years old and have had a minimum of five years' experience in one or a combination of two or more of the following: mechanical engineering, in-

cluding designing, constructing, installing and operating boilers and pressure vessels; steam engineering; or inspection of high pressure boilers. If the applicant holds a degree in engineering from a Canadian university, the period of experience required is reduced to three years.

Application for a certificate must be in writing and must be accompanied by the prescribed fee.

An applicant with the required qualifications who passes the examinations and tests required by the Minister must be granted a certificate of competency. A certificate of competency may be issued without examination, on payment of the fee, to a person qualified to inspect boilers and pressure vessels in another province or in any of the states of the U.S.A.

The certificate of a government inspector remains in force during the period of his appointment. If a certificate is issued to a person other than a government inspector, it will expire on the first Monday in March following the end of the year during which it is issued but it may be renewed on payment of the required renewal fee. A penalty is provided for late renewal of certificates.

SCHEDULE "A"—PART II

Public Roads and Bridge Works

31. The following schedule shall apply from and after May 1st, 1953, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Basic Wage Rate Minimum Per Hour	Maximum hours of straight time rates over each two-week period
32. Aggregate Batch Man.....	\$1.00	108
33. Asphaltic Oil Distributor Driver.....	1.00	108
34. Blade Grader (12 h.p. and over) Operator.....	1.00	108
35. Concrete Finisher.....	1.00	108
*36. Concrete Paver Operator.....	1.25	108
*37. Dragline, Shovel and Crane Operator.....	1.30	108
*38. Elevator Grader Operator.....	1.00	108
39. Engineer, Stationary Boiler.....	1.15	108
40. Laborers.....	.95	108
41. Motor Patrol Operator.....	1.00	108
42. Roller Operator, 6-ton and over, steel wheels.....	1.05	108
*43. Scraper and Bull Dozer Operator.....	1.15	108
44. Spreader and Finishing Machine Operator.....	1.00	108
45. Teamsters.....	.90	108
46. Teamsters and Two-Horse Teams.....	1.15	108
47. Teamsters and Four-Horse Teams.....	1.40	108
48. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.10	108
49. Tractor Operator, 50 h.p. drawbar or over.....	1.00	108
50. Tractor Operator, under 50 h.p. drawbar.....	.95	108
51. Truck Drivers.....	1.00	108
52. Watchman and Flagman.....	.75	

53. Where due to emergency or inclement weather, less than 108 hours are worked in any two-week period an employer may, during the next two-week period employ his employees at straight time rates for as many hours additional to the regular 108 hours as have been lost during the preceding two-week period.

54. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c. below the schedule rate has been agreed upon.

(2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

*Probationary Rates.

A certificate of competency may be suspended or cancelled if the inspector is untrustworthy, wilfully negligent in making inspections or is proved to have knowingly falsified an inspection report.

An application for registration and approval of a design of a boiler, pressure vessel or plant must be made by the manufacturer in the form appended to the regulations and sent to the Chief Inspector accompanied by three sets of drawings and specifications and by the prescribed fee. When the design is approved, the Chief Inspector must register the design, assign to it a registration number and return one set of drawings stamped "approved" show-

ing the date of approval and the registration number. If the Chief Inspector does not approve the design, he must return one set of specifications with a memorandum of his reasons for withholding approval. An approved design may be revised by the owner by following the same procedure as for a new design.

The Chief Inspector is required to maintain a register of the designs of all boilers, pressure vessels and plants registered under the Act.

All boilers and pressure vessels which are manufactured from a registered design must have an identification marking not less than $\frac{3}{8}$ inch high, as prescribed in the

regulations, stamped into the boiler plate in a conspicuous place or, if permitted by the Chief Inspector, a metal plate bearing the identification markings may be affixed to the boiler.

Special rules are laid down with respect to the installation of refrigeration equipment in hockey, skating and curling rinks and are chiefly designed to provide protection against fire and dangerous fumes when certain types of refrigerants are used.

The forms to be used for inspection certificates issued for a boiler under construction, for a used boiler or for the annual inspection, and for a certificate of approval permitting operation of the boiler or pressure vessel until its annual inspection, are included in the regulations. A table of fees for the issue of certificates of competency, inspection fees and fees to be paid for approval of designs is also set out. The fee for the annual inspection of boilers, pressure vessels and refrigeration plants in charitable institutions, as defined in the regulations, is one-half the prescribed fee.

Other provisions deal with the expenses incurred by inspectors in making an inspection which in certain cases must be paid by the manufacturer or owner of the boiler, pressure vessel or plant.

Ontario Factory, Shop and Office Building Act

One of the amendments to the Factory, Shop and Office Building Act made in 1953 provided for the payment of fees for the examination of building plans which is required by Section 13 of the Act. Formerly, such plans were examined free of charge.

The fees to be charged for examination and approval of building plans or plans of alteration for any factory or a building over two storeys in height which is to be used as a shop, bakeshop, restaurant or office building are now set out by Order in Council O. Reg. 45/53 made on April 2 and gazetted April 18. The fees are based on the estimated cost of the building or alteration.

If the estimated cost, as approved by the Chief Inspector, is not more than \$100, no fee will be charged; if the cost is between \$100 and \$1,000 the fee will be \$3; where the cost is over \$1,000, the fee will be \$3 plus \$1 for each additional \$1,000 or fraction of that amount in excess of the first \$1,000. The maximum fee which may be charged is \$5,000.

The application form for approval of drawings and specifications is appended to

the regulations. This form must be filled out and submitted to the Chief Inspector along with the drawings and specifications, in duplicate, and the estimated cost of the building.

When the fees have been paid, the plans are examined and, if approved and certified, one copy is returned to the applicant, after which the construction or alterations may be proceeded with.

Ontario Workmen's Compensation Act

Aerial-testing or flying by the manufacturer of aeroplanes was removed from the list of industries in which employers are liable to contribute to the Accident Fund under the Workmen's Compensation Act, by O. Reg. 47/53, approved on April 2 and gazetted April 18.

Saskatchewan Mines Regulation Act

Continuing the trend towards more uniform mine safety regulations across Canada, the rules governing the operation of mines under the Saskatchewan Mines Regulation Act were completely revised. They were approved by Order in Council 735/53 on April 7 and gazetted April 25.

The new rules are similar to legislation in effect in Manitoba, Ontario and the Yukon and Northwest Territories. New provisions were included or higher standards imposed with respect to medical certificates, mine rescue stations, the keeping of mine plans and other records, mine hoisting, fire protection, and the operation of quarries and metallurgical works. The rules cover all mines in the province except coal mines, which come under the Coal Miners' Safety and Welfare Act. Safety rules for petroleum, natural gas and oil operations are no longer included, as these were removed from the coverage of the Act at the 1953 session of the Legislature. Regulations covering the safe operation of such undertakings were recently issued under the Oil and Gas Conservation Act (L.G., April, p. 591).

The regulations, which are lengthy and extensive, are organized and arranged under 25 subject headings. These are: interpretation, powers and duties, procedure re fatal accidents, mine rescue stations, records and returns, mine plans, other notices and information, protection of unused workings, medical examinations, classifications of hoistmen, general safety regulations, handling water, care and use of explosives, ladders and stairways, general regulations for the protection of workmen,

shaft sinking equipment and practice, hoisting equipment and practice, records, signals, haulage, protection from machinery, steam and compressed air, use of electricity, clay, sand and gravel pits and quarries, crushing plants, mills and metallurgical works.

Many of the new provisions are designed to provide a greater measure of protection for the health and safety of workmen. These are set out below. Other new provisions, which are mainly of a technical nature, establish higher standards for the operation and equipment of mines.

Medical Certificates

As a precaution against silicosis, new provisions, similar to those in the Ontario Mining Act, require all persons working in a dust exposure occupation to hold a medical certificate. "Dust exposure occupation" means employment underground, in ore or rock-crushing operations, and any other occupation at the surface designated by the Chief Inspector.

An initial certificate may be granted to an employee who, upon being examined by a doctor before commencing employment, is found to be free from diseases of the respiratory organs and is otherwise fit for employment in a dust exposure occupation. Within a month of the first anniversary of his initial certificate the miner must again be examined and have his certificate endorsed. In a year's time (within a month of the first anniversary of his endorsed certificate), on being examined for the third time and still found free of respiratory diseases, the miner will be granted a miner's certificate good for one year and renewable after that time if the miner passes an annual medical examination.

The Chief Inspector may exempt persons from being required to hold medical certificates if, in his opinion, the mine where they are employed does not contain silica in quantities likely to cause silicosis.

As before, a hoistman who operates a hoist which carries persons is required to hold a medical certificate. The regulations now require a record of the medical certificates of all hoistmen in a hoistroom to be kept posted showing names and the date of the last certificate issued to each.

Hours and Minimum Age

With respect to hours, the regulations state that hours of work underground must be in accordance with the provisions of the Hours of Work Act. Under Hours of Work

Order O.C. 1019/53, workers in mines may work up to 48 hours a week at straight time rates, after which time and one-half must be paid. The regulations also limit the hours during which a workman may operate a hoist to eight in any consecutive 24. However, a hoistman may work four hours extra when another is absent from duty, and extra time may be worked in hoisting and lowering men at the beginning and end of each shift in a mine where the work is not carried out continuously on three shifts a day.

The minimum age for a person operating a hoist in which persons are carried is now 21 years and the former minimum of 18 years now applies only to operators of other types of hoists.

Welfare Provisions

With regard to sanitation, the regulations now require one sanitary convenience for every 25 men or less on any shift of workers underground, and one sanitary convenience and one urinal for every 25 men or less on any shift employed on the surface. Where women are employed, one toilet for every 15 or less must be provided.

In any case where men are employed underground or in a hot or dusty surface occupation, accommodation for drying and changing clothes and supplies of warm and cold water must be provided above ground near the principal mine entrance. Previously, this was required only if more than 10 persons were ordinarily employed below ground each day.

A protective hat must be worn not only by anyone employed underground but by any workmen in any place in a pit or quarry designated by an inspector.

Mine Rescue Stations

Mine rescue stations must be established in such places in the province as the Minister of Mines may direct. He must appoint a person to be in charge of the station and to train rescue crews and supervisors in the use and maintenance of mine rescue equipment. Mines in areas where there is no mine rescue station must be equipped with such rescue apparatus as the Chief Inspector may direct. The manager is responsible for the supervision of all mine rescue crews unless an inspector directs otherwise.

Where fire occurs and the services of mine rescue stations are required, the owner, manager or superintendent must immediately notify the Rescue Superintendent and the Chief Inspector.

Fire Protection

As regards fire protection, the manager must draw up the general procedure to be followed in case of fire underground, in any mine plant building, or in surface buildings. All persons concerned must be kept informed of their duties and notice of the procedure must be kept posted in the shaft-house, hoistroom and other prominent places. No person may build a fire underground unless authorized to do so and only after the necessary fire-fighting equipment has been provided.

No person may smoke or use open flame lamps in any area designated by the Chief Inspector as a fire hazard area. The manager must maintain suitable signs in such an area.

Where the Chief Inspector recommends to the Minister that a connection between mines be made and equipped as a refuge station, a committee, consisting of a representative of each of the mining companies concerned and a mining engineer recommended by the Chief Inspector as chairman, is to be appointed to investigate the matter. On the recommendation of the committee and with the approval of the Minister, the Chief Inspector may order the connection and refuge station to be established.

A new section provides that all plant buildings where men are regularly employed, except those used for explosives, must have, in addition to the main entrance, adequate auxiliary exits which must be ready for use in case of fire.

Where persons are employed underground, there must be a system of checking in and out those underground.

If there is a non-continuous shift operation, the oncoming shift must be warned, before beginning work, of any abnormal conditions affecting safety by means of a written record signed by a responsible person from the off-going shift and countersigned by the corresponding responsible person on the oncoming shift.

Special Safety Rules for Gravel Pits, Quarries and Metallurgical Works

No person may work near the pit wall of a gravel pit or quarry until it has been found safe by the pit foreman. Men working on the wall must wear a life line, securely snubbed above the working place or held taut by one or more fellow workmen. When a load is being hoisted or lowered, the signaller must clear the area. Unless the movement of the hoist is visible to the hoistman at all times, a suitable signal system with signals approved by

the inspector must be installed. Adequate lighting, safe footing and sufficient room must be provided for all workmen required to work about machinery.

In a mill or metallurgical works, no person may enter a storage bin from which material is drawn off at the bottom, unless a second person is in constant attendance and precautions are taken against the danger of caving material. The owner or manager must provide life lines, and workmen must wear them continually when the interests of safety demand it. If the inspector is of the opinion that working platforms in or at bins should be used, they must be provided and maintained in a safe working condition. At all furnaces of the hand-filled type, the room at the furnace top where workmen are engaged must be adequately ventilated. A stairway equipped with a handrail must be provided from the top of the furnace to the ground level. When a workman is required to go above the casting floor, he must notify the foreman or person in charge who must make sure that another workman is in attendance outside the gaseous area to give the alarm and render assistance in case of danger. Communication by telephone, gong or other mechanical means must be maintained between the furnace top and other dangerous places and the casthouse or other place where workmen are continuously on duty.

Inspection

As regards mine inspection generally, inspectors are now expressly required to notify the mine owner or agent in writing of any dangerous practice or defective equipment and to set a time within which the danger must be removed. He may also order the immediate cessation of work and the departure of all persons from any mine or part of a mine which he considers unsafe.

The requirements for inspecting hoists and testing the safety equipment were made more stringent. The owner or manager of a mine where a hoist is in use must appoint a competent person to inspect the shaft at least once a week, and at least once a month to examine thoroughly the guides, timber, walls and hoisting equipment generally. A shaft inspection record book must be kept for each shaft and a record made of every examination.

A shaft conveyance must be equipped with safety catches and mechanism of an

approved type. Before a shaft conveyance so equipped is first used, or is again put into use after alteration or repairs to safety catch mechanism have been made, a test must be made and the catches and mechanism must be found to function according to the requirements of the inspector. If the inspector deems it necessary, he may, after consultation with the manager, conduct specific tests of the efficiency of the safety devices on the hoist equipment.

New provisions with respect to steam boilers and air receivers require them to be inspected at least once a year by a boiler inspector of the Department of Labour. The inspection report must be forwarded to the Chief Inspector and the inspection certificate must be posted in the boiler room at all times. Every steam boiler must be equipped with a proper safety valve, steam gauge and water gauge showing the pressure of the steam and the height of the water in each boiler.

Records and Mine Plans

The mine owner or manager is now required to keep additional or more complete records and mine plans. A hoistman's log book must now be kept at every shaft or winze hoist and entries are to be made regarding working conditions, tests, stoppages, etc. A rope record book must also be kept containing a record of the testing of the hoisting rope and other required data. Where electric hoists are used, a weekly examination of the hoist motor and control and safety devices must be carried out and a report entered in the electrical hoisting equipment record book.

Before January 15 of each year the owner or agent must send to the Department a return for the preceding year showing the number employed above and below ground, classifications, wage and hour statistics, quantity, value and weight of minerals sold during the year and other particulars required by the Minister. If required, the owner or agent of a metaliferous mine must report monthly or quarterly.

The owner or manager is now required to keep up-to-date plans of the surface, underground workings, vertical mine sections and ventilating system of the mine.

Saskatchewan Minimum Wage Act

Extension of Coverage

The Minimum Wage Act of Saskatchewan has been extended to apply to the

entire province. Originally applied to the cities, and from time to time extended both as to geographical area and occupations covered, the Act has since March 1, 1952, applied to all occupations except farming and domestic service in private homes in the cities, towns and villages with 300 or more persons, to five specified summer resorts, and to any area in the province where mining, logging, lumbering and factory operations are carried on.

The two orders designated by the letters "A" and "B" (L.G., 1952, p. 468), which set out the geographical areas and occupations covered by the Act, were replaced by Orders "C" and "D", which were approved by Orders in Council 654/53 and 653/53, respectively, on March 24 and gazetted April 4.

The new Order "C" states that the Act is extended to all portions of the province other than the cities. Order "D", which makes no change as to the occupations covered, provides that the Act will apply to all industries, businesses, trades and occupations, except agriculture and domestic service in private homes, in the area covered by Order "C".

The change in coverage became effective April 13.

New Revision of Minimum Wage Orders

Revised minimum wage orders, approved by Orders in Council 847-855/53 on April 17 and gazetted May 1, went into effect on June 1, raising the minimum wage to \$26 a week in the eight cities and nine larger towns, and to \$24.50 a week in the remainder of the province. Hourly part-time rates were increased by five cents an hour. The last general increase in rates was made in 1951 (L.G., 1951, p. 841) when the minimum was raised to \$24 and \$21.50.

The only workers excepted from the orders are agricultural workers; domestic servants in private homes; firemen (who are covered by the Fire Departments Platoon Act); employees of rural municipalities employed solely on road maintenance and workers engaged in the construction of highways; student nurses, laboratory technicians and X-ray technicians whose wages and working conditions are fixed by regulations under the Hospital Standards Act; cooks and cookees employed by boarding car contractors and in cook cars operated by highway construction contractors; and persons employed solely in a managerial capacity.

There are now eight orders instead of ten. The only changes in coverage are that Orders 3 and 4, which formerly applied

to 131 smaller places (over 300 in population), now apply, as a result of the extension of the Minimum Wage Act noted above, to the entire province outside the cities and nine larger towns. The former Order 9, which applied to five specified summer resorts, and Order 10, which

applied to mines and factories in areas outside centres of 300 or more population, were repealed. Workers in these work-places now come under Orders 3 and 4.

The coverage of the eight orders and the minimum wage set by each are as follows:—

Coverage	Minimum Wage
Order No. 1: All employees (except those under Order No. 2) in, and within a five-mile radius of, the cities and nine larger towns.	Full-time \$26 a week. Part-time 70 cents an hour.
Order No. 2: All employees in hotels, restaurants, educational institutions, hospitals and nursing homes in, and within a five-mile radius of, the cities and nine larger towns.	Full-time \$26 a week. Part-time 70 cents an hour.
Order No. 3: All employees (except those under Order No. 4) in the remainder of the province.	Full-time \$24.50 a week. Part-time 60 cents an hour.
Order No. 4: All employees in hotels, restaurants, educational institutions, hospitals and nursing homes in the remainder of the province.	Full-time \$24.50 a week. Part-time 60 cents an hour.
Order No. 5: Long-distance truckers.	2½ cents a mile or 75 cents an hour, whichever is greater.
Order No. 6: Janitors and caretakers in residential buildings.	Full-time \$33 a week. Part-time 70 cents an hour.
Order No. 7: All employees in logging and lumbering.	70 cents an hour. For cooks, cookees, bull cooks and watchmen, \$135 a month.
Order No. 8: Employees in places of amusement (theatres, dance halls, rinks, bowling-alleys, etc.)	Full-time \$26 a week. Part-time (cities) 70 cents an hour; (elsewhere) 65 cents an hour.

Except with respect to janitors and caretakers in residential buildings, full-time employees are those who work 36 hours or more in a week. For janitors and caretakers, the full-time work-week is 48 hours or more.

While the same minimum wage is fixed for hotels, restaurants, educational institutions, hospitals and nursing homes as for other work places, separate orders are made for workers in hospitals, hotels, restaurants, etc., because of the special conditions laid down by the Board for the workers in these establishments. These conditions include a different requirement for pay for work on a public holiday (in addition to the regular daily wage, wages at the regular rate or equivalent time off with pay within four weeks); a minimum age of 16 years; a prohibition of deductions for provision, repair or laundering of uniforms where these are required by the employer; maximum deductions for board and/or lodging; regulation of time allowed for meals; and the requirement that hours must be confined within a 12-hour period in a day and no employee required to report for duty more than three times in the 12-hour period. A special provision relating to women workers forbids a woman worker to begin or finish work at any time

between 12.30 a.m. and 6 a.m. She may, however, work until 1.30 a.m. if free transportation to her home is furnished by the employer. No change was made in any of these provisions in the revision of the orders.

As noted above, the general increase provided for by Orders 1 and 2 was from \$24 to \$26 in the province's eight cities—Regina, Saskatoon, Moose Jaw, Prince Albert, North Battleford, Swift Current, Weyburn and Yorkton—and in the towns of Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melfort, Melville, Nipawin and Shaunavon. The increase in the full-time minimum set by Orders 3 and 4 for the remainder of the province was from \$21.50 to \$24.50.

For long-distance truckers who regularly travel in the course of their duties to two or more cities, towns or villages at least 10 miles apart the increase allowed was five cents an hour. Their former minimum was 2½ cents a mile or 70 cents an hour.

Janitors and caretakers in residential buildings must now receive at least \$33 a week, an increase of \$2.50 a week over their former minimum of \$30.50.

In the lumbering and logging industry, which includes river driving, rafting, booming and cutting and any factory in connection with these operations, the increase in the general minimum rate was from 65 to 70 cents an hour. Cooks, cookees, bull cooks and watchmen were granted a \$10 increase, from \$125 to \$135 a month. If meals and lodging are furnished, the employer may deduct not more than \$1.60 a day from the employee's wages (formerly \$1.50).

Persons employed in amusement places are now subject to a minimum rate of \$26, an increase of \$2 over their former rate.

Certain other increases were also provided for. The minimum rates for messengers on foot or bicycle in the cities and larger towns were raised from \$15 to \$16 a week or from 45 to 50 cents an hour if they work part-time. Elsewhere in the province they must now receive \$14 instead of \$13 a week and 45 cents an hour instead of 40 cents for part-time work. The minimum rate for full-time employees who drive horse-drawn or motor vehicles was increased from \$27 to \$29 a week and for part-time employees from 65 to 70 cents an hour.

As before, the orders provide that a part-time worker must receive at least three hours' pay at his minimum rate for each occasion on which he is asked to report for duty whether or not he is required to work for three hours. Janitors and caretakers (other than those employed in residential buildings, who are under Order No. 6) and students employed outside school hours must be paid the minimum part-time rate but are not subject to the three-hour minimum applicable to other part-time workers. Part-time workers in amusement places in any part of the province other than the cities are not subject to the three-hour minimum.

A change in the provisions of the orders dealing with payment for eight specified public holidays (New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day) makes it clear that, when Christmas Day and New Year's Day fall on Sunday, the following day is to be observed as a holiday and paid for according to the requirements laid down in the orders. Similarly, when the Monday following Remembrance Day is

declared a holiday, the holiday provisions apply to the Monday and not to November 11. The change is in line with a 1953 amendment to the Act.

A provision formerly contained in Order No. 8 covering places of amusement and left out in the 1952 revision was again added to the Order. It permits the Chairman of the Minimum Wage Board to exempt an employer from the requirement that all employees be at least 16 years of age.

Saskatchewan Hours of Work Act

New Revision of Orders

The extension of the coverage of the Minimum Wage Act and therefore of the Hours of Work Act, since its application is the same, made necessary the revision of the orders under the Hours of Work Act. These orders, last revised on March 1, 1952 (L.G., 1952, p. 465) grant complete or partial exemption from the requirement laid down by the Act, that time and one-half the regular rate must be paid for work done after eight hours in a day or after 44 hours in a week. One order grants complete exemption from the Act to certain groups. Others relax the overtime requirement by permitting a 48-hour week to be worked before overtime is payable or by allowing the 44-hour week to be averaged over a period of time, usually a month.

Of the eleven 1952 orders, eight were re-issued without change. These apply to oil truck drivers; garages and service stations; poultry processing plants, creameries and stock yards; public transportation in Regina; skating rinks in Saskatoon; swimming pools in Regina; chartered accountants; and newspaper work.

The order removing certain groups from the Act (including doctors and lawyers, seasonal workers, delivery men, caretakers, and long distance truckers) was revised to add further exemptions and to remove from the list workers in five specified summer resorts.

The two remaining orders were revised and one new order covering offices was issued, bringing the total number of new orders to 12. (A thirteenth order repeals the 1952 orders.) These three set out overtime requirements for the smaller centres of the province and for the first time include places under 300 in population.

The new orders, all effective on June 1, were gazetted May 1, with the exception of O.C. 1019/53, which was gazetted May 22. The orders are as follows:—

O.C. 857/53—As before, grants complete exemption from the Act for doctors

and internes, lawyers and law students, country cream pick-up drivers whose wages are not less than \$150 per month, retail milk and bread salesmen, employees delivering carbonated beverages to retail outlets, highway and pipeline construction workers, airport construction workers, workers in the logging industry (except office employees and workers in sawmills and planing mills), employees in fish-filleting plants, long-distance truckers, and janitors in buildings used for residential purposes. Newly exempted from the Act are: (1) any occupation, other than office work, in connection with the construction of any irrigation project under the Water Rights Act; (2) any occupation, other than office work, in connection with the geophysical and seismographical industry; and (3) the occupation of a cook, cookee, bull cook or watchman in the logging industry. Employees in the summer resorts of Carlyle Lake, Kenosee Lake, Katepwe, Regina Beach, and Waskesiu are no longer exempt.

O.C. 858/53—Authorizes an arrangement by which weekly hours of oil-truck drivers in excess of 44 during the busy season may be offset by any lesser number of hours than 44 worked in the slack season, and provides for payment of overtime on a yearly basis.

O.C. 859/53—Permits a nine-hour day and 48-hour week in garages and service stations in cities, without payment of overtime.

O.C. 860/53—Permits a nine-hour day, without payment of overtime, and permits the 44-hour week to be averaged over a month for workers in creameries in cities, in poultry processing plants in centres of more than 3,500 population, and in stock-yards.

O.C. 861/53—Permits employees in any occupation in connection with public transportation in Regina to work nine hours in a day and 192 hours in a month without overtime. After these limits, time and one-half must be paid.

O.C. 862/53—Permits the 44-hour week to be averaged over a month between November 1 and March 31 of each year for employees of the Saskatoon Playgrounds Association engaged in maintaining or assisting in maintaining skating rinks.

O.C. 863/53—Permits employees of swimming pools operated by the City of Regina to work up to 88 hours in a two-week period, without payment of overtime, between May 15 and September 15 in any year.

O.C. 864/53—Exempts chartered accountants and students in accountancy

from the overtime requirements of time and one-half after 44 hours in a week while they are employed in any city, town or village in which there is no office of a practising public accountant.

O.C. 1019/53—Permits employees in any place of employment in the nine larger towns and 131 other towns and villages of 300 and more population, *except those employed in factories, shops and offices*, to work up to 48 hours a week before overtime must be paid. This provision, unchanged from the previous order, applies for one year (June 1, 1953 to May 31, 1954) in the above-mentioned places. The same provision now applies for the first time and for an indefinite period to areas with fewer than 300 inhabitants.

O.C. 866/53—Permits the 44-hour week to be averaged over a month for editorial writers, reporters, advertising men and supervisors of delivery boys employed by daily newspapers in cities.

O.C. 867/53—Permits employees in shops in cities with fewer than 10,000 persons, in the nine larger towns and in 48 other listed towns and villages (with more than 500 persons) to work up to 11 hours on one day of the week, without payment of overtime, provided that overtime is payable after eight hours on other days and after 44 hours in a week. Permits shop employees in 83 smaller towns and villages (for the period between June 1, 1953 and May 31, 1954) and in places with fewer than 300 persons (for an indefinite period) to work up to 48 hours in a week before overtime must be paid. The provisions of the order are new only with respect to the areas with less than 300 population.

O.C. 868/53—Permits office employees in places with less than 500 inhabitants to work a 48-hour week, after which overtime must be paid. The provision applies from June 1, 1953 to May 31, 1954 in 83 listed towns and villages with between 300 and 500 inhabitants. It applies indefinitely to office employees in places under 300 population which were not previously covered by hours of work legislation.

In summary, the position regarding overtime under the Saskatchewan Hours of Work Act and orders is as follows: overtime at the rate of time and one-half the regular rate is payable after a 44-hour week in all workplaces in cities (except garages, service stations, and other workplaces governed by special orders), in factories everywhere in the province, and in shops and offices in centres with more than 500 population. A 48-hour week, after which overtime must be paid, is permitted elsewhere.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit declined substantially in May, statistics* reveal. Decreases were recorded in every province

Initial and renewal claims for unemployment insurance benefit declined substantially in May, with decreases recorded in every province.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during May 71,476 initial and renewal claims for benefit were received in local offices across Canada. This represents a decline of 39 per cent from the 117,171 claims recorded for April. The most significant decreases occurred in Quebec (19,000) and in Ontario (10,000). The May 1952, total was 83,806.

Ordinary claimants on the live unemployment register on May 31 declined during the month by about 34 per cent. On that date 143,083 ordinary claimants (109,001 males and 34,082 females) were on the live register, compared with 215,242 (179,024 males and 36,218 females) on April 30, and 143,490 (104,897 males and 38,593 females) on May 31, 1952. While this month's figure of ordinary claims stands at approximately the same level as at one year ago, it represents a relatively reduced volume when related to the insured population. Insured population estimates for May 1 are not yet available but at April 1 this year the insured populations was estimated at 3,278,000, a six-per-cent increase over the 3,090,240 estimated for April 1, 1952. Other claimants on the live register on May 31 were: 17,819 short-time, 3,262 temporary lay-off and residual of 356 supplementary benefit claimants (postal claimants in Newfoundland and Quebec).

Adjudication centres disposed of 81,828 initial and renewal claims during the month. Entitlement to benefit was granted in 57,635 cases. Claims disallowed numbered 13,375, while disqualifications were imposed in 17,117 cases (including 6,299 on revised and supplementary benefit claims). Chief reasons for disqualification were: "not unemployed", 5,420 cases (for 64 per

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

cent of these cases the duration of the disqualification period was six days or less; "voluntarily left employment without just cause", 4,698 cases; "not capable of and not available for work", 1,752 cases.

Beneficiaries who began receipt of benefit during May totalled 60,514, compared with 83,659 during April and 58,360 during May 1952.

A total of \$12,195,255 was paid during May in compensation for 3,919,260 days of proven unemployment, in comparison with \$16,389,294 and 5,225,796 days during April and \$10,374,007 and 3,875,281 days during May 1952.

During the week May 30-June 5, a total of 125,558 beneficiaries received \$2,248,673 in compensation for 726,684 unemployed days, compared with 196,315 beneficiaries who were paid \$3,634,010 in compensation for 1,159,164 days of unemployment during the last week of April and 132,022 beneficiaries who received \$1,987,922 in compensation for 748,592 unemployed days during the week May 31-June 6, 1952.

The average daily rate of benefit for the week under review was \$3.09, compared with \$3.14 last month and \$2.66 for the same week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books have been issued to 3,688,164 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1953.

At May 31, employers registered numbered 246,973, a decrease of 513 since April 30.

* See Tables E-1 to E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 906, February 18, 1953

Held: (1) *That, in the case of a claimant who voluntarily left full-time employment in "A" to move with her husband to "B" where she registered for part-time work only because she could find no one to look after her child in the afternoons, the insurance officer would have been justified in relation to the application of Section 27(1)(b) of the Act, in granting her a little time in order to ascertain whether or not there was some likelihood of her finding part-time employment in "B" which is one of the large cities of Canada and a thriving business centre.*

(2) *That, as she had not yet succeeded in finding the kind of employment she desired when her appeal from the decision of the insurance officer disqualifying her under Section 27(1)(b) of the Act was heard by a court of referees two months later, she should have then been considered as not available for work within the meaning of the Act.*

Material Facts of Case—The claimant, married, 29 years of age, was employed in "A" (a city in Ontario) by a pottery manufacturer as a shipper from 1948 to August 28, 1952. Her rate of pay at the time of separation was \$35 a week.

On October 6, 1952, she filed an initial application for benefit at the Commission's office in "B" (a city in Alberta) and stated that she had voluntarily left her employment in "A" to move to "B" where her husband, a member of the armed forces, had been posted.

On October 14, 1952, the claimant stated to the local office that, as she had a small son who was attending kindergarten in the mornings and having no one to look after him in the afternoons, she would be available for work from Monday to Saturday from 8:00 a.m. until noon; and that in her last employment she had worked one and a half years part-time and the last two years full-time.

The insurance officer disqualified her from the receipt of benefit for an indefinite period as from October 14, 1952, because he considered that she was not available for work within the meaning of Section 27(1)(b) of the Act.

The claimant appealed to a court of referees, before which she appeared on November 5, 1952, and which unanimously allowed her appeal on the grounds that, inasmuch as during the four years of her last employment she had worked on a part-time basis for one and a half years, she had proved her availability for work and it could not be rightly contended that there were no reasonable prospects of part-time employment for her. The court suggested to the claimant, however, that she should broaden her registration and not limit her employment to that of a shipper, because a point would soon be reached where it could be held that she was not available for work at all.

The insurance officer appealed to the Umpire, contending that the court, in allowing the claimant's appeal, had disregarded the principle laid down in CU-B 594.

Conclusions—Paragraph 3 of decision CU-B 594, referred to by the insurance officer in his appeal to me, reads as follows:—

It is my firm opinion that unless there are special circumstances such as being the breadwinner of the family and there are reasonable opportunities of part-time work in the district, a married woman cannot voluntarily leave full-time employment, register in her usual occupation for part-time work only, and be considered as available for work within the meaning of the Act.

In the present case the claimant voluntarily left full-time employment in "A" not because she wanted part-time work but because she wished to follow her husband who had been posted to another city. In her previous place of residence she had been able to make arrangements for someone to look after her child while she was at work whereas the circumstances were now different as, being a stranger in "B", she did not know of anyone who would take care of him in the afternoon during which period of the day he did not attend kindergarten.

Without discussing the merit of her action in voluntarily leaving her employment in "A" when she had no prospect of work in "B", I feel that the circumstances of the case in relation to the application

of Section 27(1)(b) of the Act were of a kind which come within the exceptions contemplated in the above-quoted principle and that therefore the insurance officer would have been justified in granting her a little time in order to ascertain whether or not there was some likelihood of her finding part-time employment in "B", which is one of the large cities of Canada and a thriving business centre.

As it turned out, the claimant had not succeeded in finding employment suitable to her at the time her case was heard by the court of referees and the court should have considered that if she had proved her availability for work up until then she could no longer do so.

For those reasons the claimant is disqualified from the receipt of benefit as from the date that this decision is communicated to her and until she proves that she is available for work within the meaning of the Act.

Decision CU-B 907, February 18, 1953

Held: *That a claimant who decided to change her occupation from that of seamstress to that of office worker and for that reason voluntarily left her employment and was taking a business course during the normal working hours was not available for work within the meaning of the Act.*

Material Facts of Case—The claimant, single, 22 years of age, filed an initial application for benefit on November 13, 1952, and stated that she had been employed as a seamstress by a clothing manufacturer from 1949 to September 6, 1952, when she voluntarily left because she had to sew heavy coats on a machine and found the work too heavy. She stated also that she had commenced taking a business course on September 9, 1952.

The insurance officer disqualified her from the receipt of benefit for an indefinite period as from November 13, 1952, because while attending a business course, she

could not be considered as being available for work within the meaning of Section 27(1)(b) of the Act.

In her appeal to a court of referees she pointed out that the heavy work that she had to do at the clothing factory began to have an adverse effect on her health and, not wanting to have a nervous breakdown, as had had one of the girls who was doing similar work, she decided to leave and look for lighter work; that as she lacked training and experience in the kind of work she desired, i.e., store or office work, she decided to take a business course; she stated also that she was under the impression that as a trainee she was entitled to unemployment insurance benefit.

The court of referees by a unanimous finding disallowed her appeal.

The claimant applied to the chairman for leave to appeal to the Umpire which was granted.

Conclusions—In order to be entitled to unemployment insurance benefit a claimant, besides fulfilling all the other requirements of the Act, must prove that he is available for work. This means that he must establish to the satisfaction of the adjudicating authorities that he is looking for work and willing to accept immediately any offer of suitable employment.

(In view of the circumstances of the case) the fact that the claimant is attending a business course during the normal working hours precludes her from fulfilling that condition and for that reason she was rightly disqualified from the receipt of benefit.

It is true that the Act recognizes that a claimant may attend a course of instruction or training during the normal working hours and still prove his availability for work but then he must be directed to that course by the Unemployment Insurance Commission (Section 29(2)).

The unanimous finding of the court of referees is therefore upheld and the appeal is dismissed.

Racketeering on N.Y. Waterfront

(Continued from page 1144)

work may not be available receive a sliding scale of payments from a fund composed of levies on all waterfront employers.

This levy, states Waverley, averages between 12 and 15 per cent of the total pierside labour costs each year. The idle

workers are eligible for the subsistence wage if they appear at board offices twice a day seeking employment. According to the Port Chairman, this system has done away entirely with the "casual work system" which was similar to the "shape-up" practised in New York.

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 172 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 117 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts for the manufacture of supplies and equipment awarded during June are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 59,345.00
Defence Construction (1951) Ltd.	1	31,950.00
Defence Construction (1951) Ltd. (Building and Maintenance).....	4	71,969.75
Post Office	14	103,032.19
Public Works	8	73,208.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Tregothic Marsh N S: Hennessey & Spicer, construction of dyke.

Central Mortgage and Housing Corporation

St John's Nfld: L G Rawding Construction Ltd, landscaping & hard surfacing of driveways; Terminal Construction Co Ltd, landscaping; Richard Conway, *exterior painting. *Greenwood N S:* L G Rawding Construction Ltd, *landscaping; Atlantic Paving Co Ltd, surfacing of walks & drives. *Aylmer P Q:* S Granger & Sons, *installation of water tanks; Edgar Milot Inc, *exterior painting. *Hull P Q:* Edgar Milot Inc, *exterior painting. *Montreal P Q:* Planned Renovators Co, *painting of garages. *Nitro P Q:* Marquis Construction Engr, exterior finishing of houses in cedar grain shingles; Planned Renovators Co, exterior painting. *Arnprior Ont:* Edgar Milot Inc, *exterior painting. *Barriefield Ont:* Borgstrom Bros Ltd, landscaping. *Chesley Ont:* J Hartsema, exterior painting. *Cobourg Ont:* H J MacFarland Construction Co Ltd, construction of ground services. *Downsview Ont:* Ainsworth Electric Co Ltd, installation of electrical distribution system. *Ottawa Ont:* H Presley Painting & Decorating Ltd,

exterior painting. *Pembroke Ont:* Edgar Milot Inc, *exterior painting. *Port Arthur Ont:* Bilodeau & Heath Co Ltd, construction of houses. *Prescott Ont:* Robert D Markey Construction Co, *landscaping. *Renfrew Ont:* Gordon James & Son, landscaping; Edgar Milot Inc, *exterior painting. *Rockcliffe Ont:* Terminal Construction Co Ltd, landscaping. *Sault Ste Marie Ont:* E P A Construction Co Ltd, construction of houses. *Uplands Ont:* Borgstrom Bros Ltd, landscaping. *Moose Jaw Sask:* Ralph Ashton, exterior painting. *Cold Lake Alta:* Baynes Manning Ltd, installation of sewer & water services. *Lethbridge Alta:* Bill Hopps & Co Ltd, exterior painting. *Comox B C:* Williams & Crothers Ltd, paving of streets & driveways; J W Chilcott, landscaping. *Courtenay B C:* Dominion Paint Co, *exterior painting. *Port Alberni B C:* C Schattenkirk, *exterior painting. *Vancouver B C:* Holland Landscapers, landscaping. *Victoria B C:* C Schattenkirk, exterior painting.

Defence Construction (1951) Limited

Bedford N S: Cameron Contracting Ltd, construction of central power plant bldg. *St Hubert P Q:* Kelly Lumber & Construction Ltd, extension of watermains, sewers & storm drains. *Ville la Salle P Q:* L Gordon Tarlton Ltd, construction of administration bldg. *Petawawa Ont:* Storms Contracting Ltd, improvements to water works. *Picton Ont:* H J McFarland Construction Co Ltd, construction of roads & storm sewers. *Winnipeg Man:* Simmons Construction Co, site preparation & pav-

ing; Peter Leitch Construction Co Ltd, construction of warehouses. *Regina Sask:* Poole Construction Co Ltd, construction of reserve division bldgs. *Claresholm Alta:* Oland Construction Ltd, construction of chapel. *Penhold Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of chapels. *Comox B C:* Smith Bros & Wilson, residual construction to complete radio station. *Esquimalt B C:* Hume & Rumble Ltd, construction of pole line & outdoor sub-station.

Building and Maintenance

Grosse Ile P Q: J A Y Bouchard Inc, repairs to pre-isolation bldg, Defence Research Laboratory. *Hamilton Ont:* Barclay Construction Ltd, construction of temporary accommodation bldg, HMCS "Star". *Trenton Ont:* Robertson Construction & Engineering Co Ltd, installation of

additional floor in bldg, RCAF Station. *Gimli Man:* Wallace & Wallace, construction of roofs on reservoirs, RCAF Station. *Cold Lake Alta:* Bird Construction Co Ltd, construction of VHF/DF bldg, RCAF Station; Bird Construction Co Ltd, construction of canteen bldg, RCAF Station.

National Harbours Board

Halifax Harbour N S: The Canada Gunitite Co Ltd, reconditioning concrete piling. *Montreal Harbour P Q:* Marine Industries Ltd, dredging Canadian Vickers' Sinking Basin.

Department of Public Works

Catalina Nfld: J P Porter Co Ltd, *dredging. *Fortune Nfld*: McNamara Construction Co Ltd, *dredging. *Chester N S*: J P Porter Company Ltd, *dredging. *Grand Etang N S*: R A Douglas Ltd, repairs to piers. *Little Harbour N S*: Alex McIsaac, breakwater reconstruction. *Livingstones Cove N S*: F W Digdon & Sons Ltd, *dredging. *Yarmouth N S*: Standard Dredging Co Ltd, *dredging. *Cape Tormentine N B*: L G & M H Smith Ltd, wharf repairs. *New Mills N B*: Diamond Construction Co Ltd, *dredging. *Richibucto N B*: Fred Warman & Co Ltd, alterations & repairs, public bldg. *St Mary's (Shippigan Is) N B*: Roger LeBlanc, *dredging. *Carleton P Q*: Andre Lacroix, wharf enlargement. *Cloridorme P Q*: Gulf Maritime Construction Ltd, wharf extension. *Entry Island M I, P Q*: Capt Edgar Jourdain, wharf extension. *Old Harry M I, P Q*: Gulf Maritime Construction Co Ltd, wharf extension. *Pointe Jaune P Q*: Marcel Cauvier & J E Keays, wharf extension. *Ste Anne de Bellevue P Q*: Lepds Construction Ltd, installation of elevator, Military Hospital. *Ste Anne de Sorel P Q*: Lucien Lachapelle, *dredging. *St Ignace de Loyola P Q*: Royalmount Construction Ltd, wharf improvements. *St Laurent P Q*: Edouard Leger, interior alterations, Postal Station "O". *St Maurice de L'Echourie (Grant Ruisseau) P Q*: Marcel Cauvier & J E Keays, wharf extension. *Barrie Ont*: Bertram Bros, alterations for Air Filter Centre, RCAF Station. *Burlington Ont*: McNamara Construction Co Ltd, repairs to breakwater. *Kingston Ont*: Dominion Bridge Co Ltd, replacing existing wood deck on bascule span of LaSalle Causeway. *Kingston Ont*: C D Cole Electric Co Ltd, fluorescent lighting installation. *Hamilton Ont*: Norman Stewart, alterations to public bldg. *Oshawa Ont*: Trans-Northern Engineer & Sales Co Ltd, temporary postal

accommodation. *Ottawa Ont*: Wilfrid D St Cyr, repairs & alterations to plumbing & ventilation systems, Parliament Bldgs; A Lanctot Construction Co, roof shelter for generator units, Booth St; W O Pickthorne & Son Ltd, installation of security lighting, Royal Canadian Mint; William D'Aoust, supply & erection of shelving, Canadian Bank Note Bldg; Automatic Sprinkler Co of Canada, installation of sprinkler system, Elgin Annex bldg; Edge Ltd, installation of soot disposal system, central heating plant, Tunney's Pasture; Montflex Inc, linoleum flooring, Temporary Bldgs Nos 6 & 9; William D'Aoust, alterations to Mortimer Bldg; Stanley G Brookes, construction of new transformer room, 35 George St. *Prescott, Ont*: Thos L Grooms, alterations to public bldg. *Ridgeway Ont*: Smith Bros Construction Co Ltd, erection of public bldg. *Scarboro Ont*: Eric Reilly Construction Ltd, erosion protection work, National Research Council. *Windsor Ont*: The Foundation Co of Canada Ltd, construction of Sandwich, Windsor, Amhertsburg Rlwy Bldg. *Regina Sask*: Olynk Construction Ltd, construction of drainage & sewerage systems. *Edmonton Alta*: McKenzie Electric, electrical work, Mercantile Bldg. *Hartley Bay B C*: Skeena River Piledriving Co, construction of float & approach. *Port Alberni B C*: Pacific Piledriving Co Ltd, float renewal. *Quathiaski Cove B C*: F Gagne & Son, wharf repairs & improvements. *Sardis B C*: Ricketts-Sewell Electric Ltd, installation of electrical distribution system, Coqualeetza Indian Hospital. *Sturdies Bay B C*: Victoria Piledriving Co Ltd, wharf repairs & improvements. *Sumas to Hope B C*: Fraser River Dredging Co, *dredging, Fraser River; Cecil Carey, *dredging, Fraser River. *Victoria B C*: Canada Paint & Contracting Co, alterations to Belmont Bldg.

Department of Transport

Port aux Basques Nfld: M R Chappell, construction of transit shed. *Indian Point P E I*: Wallace Noye, Allison Raynor, James Noye, William Noye, renewal of protection wall on lighthouse pier. *Seal Island N S*: L E Armstrong & P E Armstrong, construction of dwelling. *Forestville P Q*: North Shore Construction Co Ltd, construction of hardsurface runway at airport. *Mont Joli P Q*: Montcalm Construction Inc, installation of airport lighting facilities. *Killarney Ont*: N A McDougall,

construction of dwelling. *Malton Ont*: H J McFarland Construction Co Ltd, additional airport development. *Mississagi Strait Lightstation Ont*: Thomas Prestage, construction of dwelling. *Port Weller Ont*: Gordon H Stewart, construction of dwelling. *St Catharines Ont*: R A Blyth, painting of bridge over Welland Canal. *Embarras Alta*: Yukon Construction Co Ltd, construction of single men's barracks. *150 Mile House B C*: Malmquist & Vaupel Ltd, construction of dwellings.

Prices and the Cost of Living*

Consumer Price Index, July 2, 1953

The consumer price index rose half a point—0.4 per cent—between June 1 and July 2. It was the second consecutive rise following six consecutive declines.

At July 2 the index stood at 115.4; on June 1 it was 114.9.

The half-point rise was largely due to seasonal increases in eggs and fresh fruits and vegetables, which were the principal factors advancing the food index from 111.4 to 112.7. Among other food items, beef was relatively unchanged; fresh pork was lower in price while cured pork products were higher; fractional increases were recorded for flour and bread, and similar decreases for cheese and butter.

An increase in the clothing index from 110.1 to 110.3 was mainly attributable to higher quotations for knitting yarns, overalls and workshirts. The household operation component advanced from 116.6 to 117.0, reflecting increases in coal, gas and household help in a number of centres. The shelter index increased from 123.6 to 123.9 following advances in both the rent and home-ownership sub-groups.

In the other commodities and services group, higher quotations for newspaper subscriptions and drugs outweighed a decrease in personal care items; the index moved from 115.1 to 115.2.

The index one year earlier (July 2, 1952) was 116.1; group indexes were: food 116.0, shelter 120.6, clothing 111.7, household operation 115.9, and other commodities and services 115.6.

Cost-of-Living Index, July 2, 1953

The cost-of-living index (1935-39=100) rose from 184.8 to 186.0 between June 1 and July 2. At July 2, 1952, it was 188.0.

Group indexes at July 2 (June 1 figures in parentheses) were: food 229.2 (225.7), rent 152.9 (152.5), fuel and light 153.5 (152.6), clothing 206.5 (206.4), home furnishings and services 196.0 (196.2) and miscellaneous 149.2 (149.0).

Group indexes one year earlier (July 2, 1952) were: food 239.5, rent 147.9, fuel and light 149.8, clothing 209.1, home furnishings and services 196.7 and miscellaneous 147.4.

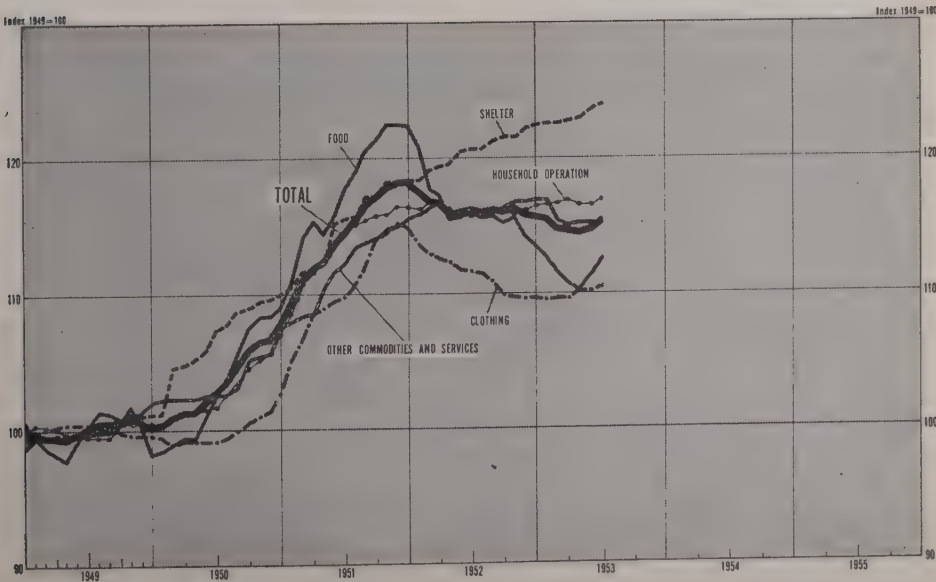
City Cost-of-Living Indexes, June 1, 1953

Mainly because of increases in food prices and rent, cost-of-living indexes advanced in each of the nine regional cities between May 1 and June 1, 1953.

Prices of fresh and cured pork were substantially higher in all nine cities. Beef, eggs and fresh fruits and vegetables were generally firmer. Butter prices were mostly lower.

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



Rents moved up in six cities but were unchanged in the remaining three.

Slight increases in clothing prices were reported in six centres. Clothing indexes for Winnipeg and Saskatoon remained unchanged while a small drop was recorded for Toronto.

Changes in the other three component group indexes were small and scattered throughout the nine cities. Among the more important changes were decreases in refrigerator prices in Halifax, Saint John, Montreal, Winnipeg and Edmonton; increases in laundry rates in Saint John and Montreal; and a seasonal decrease in coal prices in Vancouver.

Composite city cost-of-living index point changes between May 1 and June 1 were: Montreal +1.8 to 190.1, Toronto +1.3 to 182.2, Saskatoon +1.2 to 183.4, Edmonton +1.2 to 177.8, Halifax +0.8 to 173.4, Saint John +0.8 to 181.0, Winnipeg +0.8 to 177.2, St. John's +0.1 to 101.2* and Vancouver +0.1 to 187.6.

Wholesale Prices, June 1953

Wholesale prices moved up 0.7 per cent between May and June but were still 2.1 per cent below those a year earlier. The higher prices in June, compared with May, were concentrated mainly in animal products, although advances were noted in five other major groups.

*Index on base June 1951=100.

The animal product prices index advanced from 239.1 to 247.5 as a result of sharp increases in pork coupled with lesser increases for other livestock, fresh meats, eggs and unmanufactured leather.

In the non-metallic group, advances in crude petroleum, sulphur, imported anthracite coal and lime were responsible for a rise in the index from 173.9 to 176.4.

Fibres, textiles and textile products index climbed from 241.2 to 241.7 as advances in worsted yarns, wool cloth and imported raw wool outweighed decreases in raw cotton, rayon fabrics, domestic raw wool and carpets.

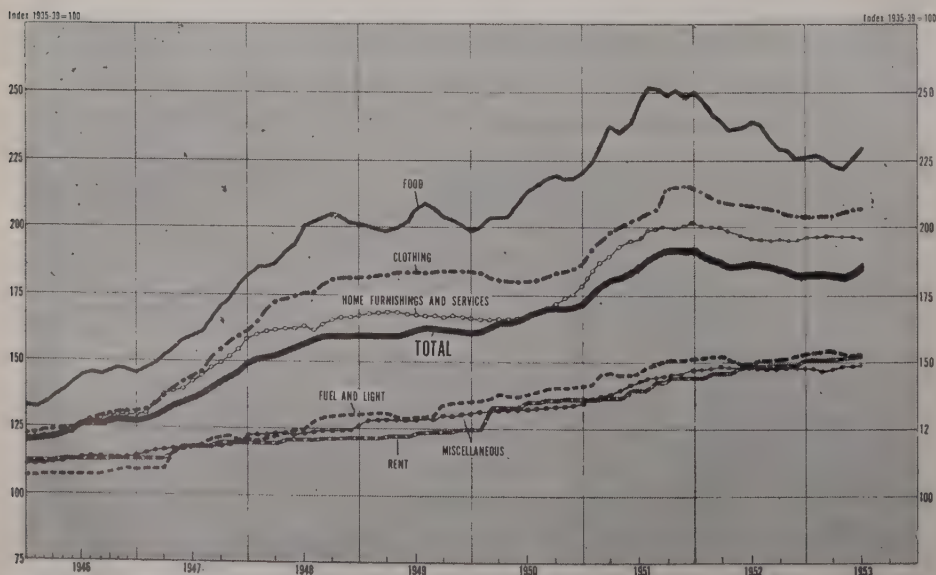
Slight increases in paint materials and inorganic chemicals were reflected in a change in the chemical products group index from 176.2 to 176.4.

The non-ferrous metals index advanced from 168.1 to 168.6 as a result of higher quotations for lead overbalancing declines for tin and copper ingots.

The vegetable products index remained unchanged at 197.4 as increases in milled cereals, coffee, cocoa, potatoes, fresh fruits and molasses balanced losses for grains, livestock feeds, vegetable oils, rubber, unmanufactured tobacco and dried fruits.

Iron and its products registered a further small decline for the second month; the index dropped from 221.2 to 220.6 because of continued weakness in steel scrap, which outweighed advances in castings and forgings and certain rolling mill products.

COST-OF-LIVING INDEX FROM JANUARY 1946



Canadian farm product prices at terminal markets recorded a further advance in June, the index rising to 219·3 from 216·9 in May.

Prices of residential building materials were slightly firmer in June; the composite index advanced to 284·1 from 282·8 in May.

Strikes and Lockouts

Canada, June, 1953*

Time lost in industrial disputes resulting in work stoppages in the first six months of 1953 has been substantially below the idleness in the same period in 1952. The number of stoppages was down and there was a sharp decline in the number of workers involved.

In June 1953, the time loss was somewhat higher than in the previous month. No great amount of loss was shown by any one stoppage but four disputes with the greatest loss were: flour, cereal and feed mill workers at Peterborough, Ont., and Saskatoon, Sask.; salmon fishermen, seiners and gillnetters in British Columbia waters; yarns and carpet factory workers at Guelph, Ont; and shoe factory workers at Preston, Ont.

Wages and related questions were the central issues in 24 of the 31 stoppages, causing more than 86 per cent of the total loss. Of the other disputes, three arose over union questions, three over causes affecting working conditions and one over dismissal of a worker.

Preliminary figures for June 1953, show 31 strikes and lockouts, involving 6,452 workers, with a time loss of 57,346 man-working days, compared with 30 strikes and lockouts in May 1953, with 4,748 involved and a loss of 36,127 days. In June 1952, there were 42 strikes and lockouts with 59,706 workers involved and a loss of 717,845 days.

For the first six months of 1953 preliminary figures show 85 strikes and lockouts, involving 19,447 workers and a loss of 210,438 days. In the same period in 1952 there were 121 strikes and lockouts, with 88,620 workers involved and a loss of 1,329,153 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June 1953, was 0·07 per cent of the estimated working time; 0·04 per cent in May 1953; 0·87 per cent in June 1952; 0·04 per cent for the first six months of 1953; and 0·27 per cent for the first six months of 1952.

Of the 31 stoppages in June 1953, four were settled in favour of the workers, three in favour of the employers, six were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month 16 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began in November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

*See Tables G-1 and G-2 at end of book.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April 1953, was 107 and 14 were still in progress from the previous month, making a total of 121 during the month. In all

stoppages of work in progress, 20,400 workers were involved and a time loss of 76,000 working days caused.

Of the 107 disputes leading to stoppages of work which began in April, six, directly involving 800 workers, arose over demands for advances in wages, and 44, directly involving 7,300 workers, over other wage questions; two, directly involving 800 workers, over questions as to working hours; 14, directly involving 3,100 workers, over questions respecting the employment of particular classes or persons; 40, directly involving 1,600 workers, over other questions respecting working arrangements; and one, directly involving 1,800 workers, was in support of workers involved in another dispute.

Ceylon

In 1952 there were 75 strikes directly involving 11,523 workers and causing a time loss of 56,404 man-working days.

Japan

For 1952 there were 590 industrial disputes resulting in work stoppages. These directly involved 1,623,610 workers resulting in a time loss of 5,013,744 man-working days.

United States

Preliminary figures for May 1953, show 525 work stoppages resulting from labour-management disputes beginning in the month in which 270,000 workers were involved. The time loss for all work stoppages in progress during the month was 3,000,000 man-days. Corresponding figures for April 1953, are 500 work stoppages involving 275,000 workers and a time loss of 2,500,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 60.

Accidents

1. **U.S. Bureau of Labor Standards.** *Hazards in operating Bakery Machines.* Washington, G.P.O., 1952. Pp. 22.

2. **U.S. Bureau of Labor Standards.** *Mr. Manager, Guard Your Investment in Manpower.* Washington, G.P.O., 1953. Pp. 12. This pamphlet is about taking proper precautions for installing safeguards for machinery.

Arbitration, Industrial

3. **Backman, Jules.** *Economic Data utilized in Wage Arbitration.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 56.

4. **Freidin, Jesse.** *Labor Arbitration and the Courts..* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 58.

5. **Handsaker, Morrison.** *The Submission Agreement in Contract Arbitration,* by Morrison and Marjorie Handsaker. Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 101.

6. **Kennedy, Van Dusen.** *Arbitration in the San Francisco Hotel and Restaurant Industries.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 113.

7. **Kuhn, Alfred.** *Arbitration in Transit; an Evaluation of Wage Criteria.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 203.

8. **Simkin, William E.** *Acceptability as a Factor in Arbitration under an Existing Agreement.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 67.

9. Skilton, Robert Henry. *Industrial Discipline and the Arbitration Process*. Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 76.

10. Tripp, Louis Reed. *Wage-Reopening Arbitration*. Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 108.

11. Witte, Edwin Emil. *Historical Survey of Labor Arbitration*. Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 64.

Arbitration, Industrial—Railroad Employees

12. *Before the Board of Conciliation. Request for: 1. A Wage Increase of Forty-Five Cents per Hour, 2. Incorporation of a Cost of Living Bonus, 3. The Union Shop, 4. Check-off of Union Dues, 5. Elimination of the Emergency Clause. Brief filed on Behalf of Seventeen Associated Railway Unions representing Non-Operating Employees, September 1952.* Prepared by Alfred Stenger. Montreal, 1952. Pp. 114.—Appendix. Montreal, 1952. Pp. 52.—*Rebuttal filed on Behalf of Seventeen Associated Railway Unions representing Non-Operating Employees. October 1952.* Montreal, 1952. Pp. 27.

Biographies

13. Calmer, Alan. *Labor Agitator; the Story of Albert R. Parsons*. Haymarket drawings by Mitchell Siporin. New York, International Publishers, c1937. Pp. 126. Parsons was involved in the Haymarket Square Riot in Chicago in 1886.

14. Williams, Francis. *Ernest Bevin, Portrait of a Great Englishman*. With a foreword by the Rt. Hon. Clement Attlee. London, Hutchinson, 1952. Pp. 288.

Collective Bargaining

15. Kerr, Clark. *Collective Bargaining in Postwar Germany*. Berkeley, University of California, 1952. Pp. 324-342.

16. Labor - Management Conference, Rutgers University, New Brunswick, N.J. 4th, 1952. *What's Wrong with Collective Bargaining*. New Brunswick, N.J., Institute of Management and Labor Relations, Rutgers University, 1952. Pp. 72.

Economic Conditions

17. Chamber of Commerce of the United States of America. Committee

on Economic Policy. *Free Markets and Free Men; Report*. Washington, c1953. Pp. 26.

18. U.S. President, 1945-1953 (Truman). *Economic Report of the President transmitted to Congress, January 1953*. Washington, 1953. Pp. 218.

Efficiency, Industrial

19. California Personnel Management Association. Research Division. *Work Simplification—The Consultive Approach to Methods Improvement*. A stenographic brief of an address given before the California Personnel Management Association and the Personnel Section of the Western Management Association, by Allan H. Mogensen. Berkeley, 1951. Pp. 16.

20. Weinlein, Tony. *The Boss buys a Stop Watch. More Building Service Workers have been Time-Studied since Gilbert hatched His Formula*. (In Report to Locals, Research Publication, Building Service Employees' International Union. March 1952. V. 7, No. 3. Pp. 1-4.) The Gilbert Formula was devised for the more efficient cleaning of office buildings.

21. Woods (J.D.) & Gordon Limited, Toronto. *What is Industrial Engineering?* Toronto, n.d. Pp. 74.

Employment Management

22. Bureau of National Affairs, Washington, D.C. *How to boost Quality*. Washington, c1953. Pp. 12.

23. California Personnel Management Association. Research Division. *Organization & Control of the Personnel Department*. A special paper prepared for the California Personnel Management Association and the Personnel Section of the Western Management Association, by L. R. Gaienne, Berkeley, 1952. Pp. 10.

24. Yoder, Dale. *Employment-Relations Functions and Budgets*, by Dale Yoder and Lenore N. Wilson. New York, American Management Association, c1952. Pp. 11.

Government Ownership

25. Great Britain. Parliament. House of Commons. Select Committee on Nationalized Industries. *Report from the Select Committee on Nationalized Industries Together with the Proceedings of the Committee, Minutes of Evidence and Appendices*. London, H.M.S.O., 1952. Pp. 140.

26. Haynes, William Warren. *Nationalization in Practice: the British Coal Industry*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1953. Pp. 413.

Industrial Relations

27. Leek, John Halvor. *Government and Labor in the United States*. New York, Rinehart, 1952. Pp. 336.

28. McGill University, Montreal. **Industrial Relations Centre**. *Fourth Annual Conference, April 21 and 22, 1952*. Montreal, 1952. Pp. 92. Contents.—The expanding Canadian economy, by Dr. O. J. Firestone.—Morale and motivation in a changing economy by Dr. Eugene Jacobson.—Trends in labor-Management relations, by Dr. J. R. Coleman.—Neutral participation in industrial disputes, by Dr. A. H. Myers.—Men, work and welfare in an expanding economy, by Dr. F. Cyril James.

Industry

29. American Management Association. *Corporate Finance and Taxation . . .* New York, c1938. Pp. 36.

30. Great Britain. **Central Statistical Office**. *The Index of Industrial Production*. London, H.M.S.O., 1952. Pp. 54.

International Agencies

31. Turner, Arthur C. *Bulwark of the West; Implications and Problems of NATO*. Toronto, Ryerson Press, 1953. Pp. 106.

32. World Peace Foundation, Boston. *The United Nations at work: Basic Documents*. Boston, 1947. Pp. 147.

Labour Laws and Legislation

33. Canada. **Department of Labour. Legislation Branch**. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*. Ottawa, 1952. Pp. 25.

34. Japan. **Laws, Statutes, Etc.** *Japan Labor Code*. Tokyo, Ministry of Labor, 1953. Pp. 781.

Labour Unions

35. **International Federation of Christian Trade Unions**. *Survey of the Earlier Congresses of the I.F.C.T.U. and the Development of the International Christian Trade Union Movement*. Utrecht, 1952. Pp. 8.

36. Lipset, Seymour Martin. *Democracy in Private Government; a Case Study of the International Typographical Union*. Berkeley, 1952. Pp. 48-65.

37. Luyt, R. E. *Trade Unionism in African Colonies*. Johannesburg, South African Institute of Race Relations, 1949. Pp. 42.

38. Pugh, (Sir) Arthur. *Men of Steel, by One of Them; a Chronicle of Eighty-Eight Years of Trade Unionism in the*

British Iron and Steel Industry. London, Iron and Steel Trades Confederation, 1951. Pp. 624.

39. Rose, Arnold Marshall. *Union Solidarity: The Internal Cohesion of a Labor Union*. Minneapolis, University of Minnesota Press, 1952. Pp. 209.

Labouring Classes

40. Hardy, Frank J. *Power without Glory; a Novel in Three Parts*, by Frank J. Hardy, "Ross Franklyn." 4th ed. Melbourne, Realist Print. and Pub. Co., 1951. Pp. 669. This novel concerns an opportunistic Australian sports promoter who used the Australian Labour Party and trade unions for his own use.

41. Hong Kong. **Labour Department**. *Annual Report . . . 1950/51*. Hong Kong, 1952. 1 Pamphlet.

42. **Labour Party (Great Britain)**. *The Socialist International*. Foreword by Morgan Phillips. London, 1953. Pp. 20.

Management

43. American Management Association. *Operating under Decentralized Management. New Goals in Economic and Labor Policies*. New York, 1949. Pp. 31.

44. American Management Association. *Organization Controls and Executive Compensation*. New York, c1948. Pp. 54.

45. American Management Association. *Problems and Policies of Decentralized Management*. New York, c1952. Pp. 28.

Occupations

46. Canada. **Department of Labour. Economics and Research Branch**. *Forge Shop Occupations*. Ottawa, Queen's Printer, 1952. Pp. 16.

47. U.S. **Bureau of Labor Statistics**. *Employment Outlook in Printing Occupations*. A reprint from the 1951 Occupational Outlook Handbook. Washington, G.P.O., 1953. Pp. 299-330.

Older Workers

48. **Conference on the Problem of Making a Living While Growing Old, Philadelphia, 1952**. *Proceedings of the Joint Conference on the Problem of Making a Living While Growing Old, May 22, 23, 1952, Benjamin Franklin Hotel, Philadelphia*. Sponsored jointly by Temple University School of Business and Public Administration Bureau of Economic and Business Research and Commonwealth of Pennsylvania Department of Labor and Industry Bureau of Employment Security. Philadelphia, Temple University, 1952. Pp. 168.

49. U.S. **Bureau of Employment Security**. *Workers are Young Longer; a Report of the Findings and Implications*

of the Public Employment Service Studies of Older Workers in Five Cities. Washington, 1952. 1 Volume.

Productivity of Labour

50. **Anglo-American Council on Productivity.** *Final Report of the Council.* London, 1952. Pp. 40.

51. **British Productivity Council.** *Fruit and Vegetable Storage and Pre-Packaging.* Report of a visit to the U.S.A. in 1951 by a Specialist Team on fruit and vegetable storage and pre-packaging. London, 1953. Pp. 64.

52. **British Productivity Council.** *Inspection in Industry.* Report of a visit to the U.S.A. in 1951 of a Specialist Team on inspection methods in industry. London, 1953. Pp. 74.

53. **British Productivity Council.** *Plant Maintenance.* Report of a visit to the U.S.A. in 1952 of a Specialist Team on plant maintenance. London, 1952. Pp. 70.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended May 16, 1953			Week Ended April 18, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,006	4,995	5,011	10,002	4,993	5,009
A. Civilian labour force.....	5,321	4,151	1,170	5,241	4,097	1,144
Persons at work.....	5,108	3,969	1,139	4,941	3,834	1,107
35 hours or more.....	4,720	3,767	953	4,645	3,674	971
Less than 35 hours.....	388	202	186	296	160	136
Usually work 35 hours or more.....	177	130	47	104	88	16
(a) Laid off for part of the week.....	*	*	*	*	*	*
(b) on short time.....	25	19	*	24	20	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	20	20	*	22	21	*
(f) illness.....	20	15	*	25	19	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	24	14	10	*	*	*
(i) other.....	73	49	24	16	14	*
Usually work less than 35 hours.....	211	72	139	192	72	120
Persons with jobs not at work.....	99	80	19	135	112	23
Usually work 35 hours or more.....	96	78	18	131	109	22
(a) laid off for full week.....	11	*	*	27	24	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	54	45	*	62	50	12
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	20	14	*	18	13	*
(f) other.....	*	*	*	16	14	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work ⁽¹⁾	114	102	12	165	151	14
B. Persons not in the labour force.....	4,685	844	3,841	4,761	896	3,865
(a) permanently unable or too old to work.....	181	115	66	175	117	58
(b) keeping house.....	3,316	*	3,314	3,338	*	3,336
(c) going to school.....	663	334	329	681	346	335
(d) retired or voluntarily idle.....	509	383	126	547	419	128
(e) other.....	16	10	*	20	12	*

⁽¹⁾ Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended May 16, 1953			Week Ended April 18, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	124	113	11	176	158	18
Without jobs.....	114	105	*	165	151	14
Under 1 month.....	36	—	—	46	—	—
1-3 months.....	38	—	—	62	—	—
4-6 months.....	27	—	—	42	—	—
7-12 months.....	10	—	—	10	—	—
13-18 months.....	*	—	—	*	—	—
19- and over.....	*	—	—	*	—	—
Worked.....	10	*	*	11	*	*
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED MAY 16, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Quebec	Ontario	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
<i>Both Sexes</i>	5,321	108	406	1,512	1,903	960	432
Agricultural.....	892	*	65	212	219	372	22
Non-Agricultural.....	4,429	106	341	1,300	1,684	588	410
<i>Males</i>	4,151	88	327	1,177	1,453	773	333
Agricultural.....	843	*	62	207	208	347	17
Non-Agricultural.....	3,308	86	265	970	1,245	426	316
<i>Females</i>	1,170	20	79	335	450	187	99
Agricultural.....	49	*	*	*	11	25	*
Non-Agricultural.....	1,121	20	76	330	439	162	94
<i>All ages</i>	5,231	108	406	1,512	1,903	960	432
14-19 years.....	498	14	39	179	152	89	25
20-24 years.....	734	18	55	240	241	130	50
25-44 years.....	2,461	50	184	697	886	435	209
45-64 years.....	1,414	23	108	355	540	259	129
65 years and over.....	214	*	20	41	84	47	19
<i>Persons with Jobs</i>							
<i>All status groups</i>	5,207	103	390	1,469	1,876	949	420
Males.....	4,049	83	311	1,139	1,429	764	323
Females.....	1,158	20	79	330	447	185	97
Agricultural.....	887	*	64	211	218	371	21
Non-Agricultural.....	4,320	101	326	1,258	1,658	578	399
<i>Paid workers</i>	3,902	84	285	1,139	1,510	533	351
Males.....	2,870	67	216	835	1,102	384	266
Females.....	1,032	17	69	304	408	149	85
<i>Persons without Jobs and Seeking Work</i>							
<i>Both Sexes</i>	114	*	16	43	27	11	12
<i>Persons not in the Labour Force</i>							
<i>Both sexes</i>	4,685	130	438	1,306	1,541	838	432
Males.....	844	35	87	215	252	153	102
Females.....	3,841	95	351	1,091	1,289	685	330

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.—May.....	2,065	18,173	44,270	10,673	6,907	82,088	37,786
1953—Jan.—May.....	1,912	11,099	30,982	10,901	5,066	59,960	24,727

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total workers
1951—Total.....	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total.....	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.-May.....	2,685	3,083	.....	.....	.....	9,572	.....	.....	.....	793	46,060
1953—Jan.-May.....	3,644	2,371	698	1,276	4,342	7,955	281	9,282	2,439	382	32,670

Due to changes in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	70	270	52	208	178	28	806
1952—Average.....	76	299	62	230	197	31	895
1950—December.....	64	251	50	193	162	26	746
1951—January.....	63	249	42	189	164	27	734
February.....	63	252	41	190	162	25	733
March.....	60	257	39	193	175	26	750
April.....	60	263	45	199	171	27	765
May.....	66	266	52	205	177	28	794
June.....	72	273	55	211	179	28	818
July.....	71	273	55	212	179	30	820
August.....	72	277	60	214	180	29	832
September.....	76	282	61	217	182	29	847
October.....	81	280	60	219	188	30	858
November.....	83	280	60	223	191	30	867
December.....	81	286	52	222	188	29	858
1952—January.....	79	279	49	215	188	29	839
February.....	80	284	47	216	193	29	849
March.....	74	290	48	218	193	29	852
April.....	63	291	53	222	193	30	852
May.....	69	292	60	227	197	30	875
June.....	71	292	61	231	200	30	885
July.....	71	294	70	234	201	31	901
August.....	78	304	75	234	197	31	919
September.....	80	312	74	236	198	31	931
October.....	82	314	77	239	202	32	946
November.....	83	318	75	242	202	32	952
December.....	76	322	62	245	205	32	942
1953—January.....	71	317	58	247*	203	32	928
February.....	69	322	56	235	207	31	920
March.....	61	325	57	236	213	32	924
April.....	61	326	63	253*	213	33	949

† Includes Newfoundland, since 1949.

* Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,403,162.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average.....	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952.....	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952.....	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952.....	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952.....	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952.....	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952.....	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952.....	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952.....	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953.....	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953.....	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953.....	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953.....	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953.....	184.0	177.6	146.5	159.1	171.9	197.0	174.8	152.5	223.3	190.8

Percentage Distribution of Employees of Reporting Establishments at May 1, 1953.	100.0	0.2	3.4	2.3	29.0	43.6	5.2	2.3	5.0	9.0
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NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average.....	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.0	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952.....	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952.....	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952.....	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952.....	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952.....	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952.....	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952.....	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952.....	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953.....	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953.....	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953.....	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953.....	182.0	444.4	244.6	57.33	201.1	524.5	260.8	59.44
May 1, 1953.....	184.0	450.8	245.3	57.51	201.5	525.7	260.8	59.44

¹ Includes (1) Forestry (chiefly logging) (2) Mining (including milling), quarrying and oil wells. (3) Manufacturing. (4) Construction. (5) Transportation, storage and communication. (6) Public utility operation. (7) Trade. (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			May 1 1953	Apr. 1 1953	May 1 1952
	May 1 1953	Apr. 1 1953	May 1 1952	May 1 1953	Apr. 1 1953	May 1 1952			
(a) PROVINCES							\$	\$	\$
Prince Edward Island.....	177.6	168.0	175.6	406.1	384.9	364.6	45.52	45.61	41.32
Nova Scotia.....	146.5	145.5	146.2	337.4	332.2	324.9	49.38	48.97	47.62
New Brunswick.....	159.1	161.3	167.4	386.1	394.5	383.8	49.35	49.72	46.53
Quebec.....	171.9	169.1	164.2	440.1	435.4	401.0	54.51	54.83	52.00
Ontario.....	197.0	196.0	188.3	480.0	475.7	432.2	59.71	59.48	56.27
Manitoba.....	174.8	171.5	170.9	374.1	363.6	342.6	55.06	54.52	51.57
Saskatchewan.....	152.5	147.7	147.3	340.8	327.3	307.8	54.12	53.64	50.66
Alberta.....	223.3	219.3	207.0	513.8	498.2	441.6	58.52	57.78	54.27
British Columbia.....	190.8	187.5	192.7	467.7	451.7	444.5	63.72	62.64	59.97
CANADA.....	184.0	182.0	177.4	450.8	444.4	410.6	57.51	57.33	54.34
(b) METROPOLITAN AREAS									
Sydney.....	109.8	110.6	111.7	292.6	278.0	294.9	59.56	56.31	59.01
Halifax.....	206.7	215.5	209.9	415.1	439.3	399.9	47.20	47.90	44.62
Saint John.....	165.3	186.0	170.6	345.7	384.6	342.5	44.80	44.30	43.02
Quebec.....	166.4	162.3	153.8	419.2	407.2	359.8	46.94	46.74	43.60
Sherbrooke.....	168.7	169.6	170.4	409.4	418.4	392.9	47.15	47.95	44.74
Three Rivers.....	164.9	157.9	171.1	435.9	423.3	422.5	52.90	53.05	49.40
Drummondville.....	173.8	172.4	184.7	474.8	477.1	460.5	52.30	52.97	47.73
Montreal.....	189.3	187.2	177.7	461.3	454.7	409.8	55.68	55.51	52.73
Ottawa—Hull.....	188.7	188.7	187.1	417.9	417.3	391.1	51.22	51.14	48.42
Peterborough.....	193.8	191.0	196.1	547.7	548.8	538.3	59.70	60.71	57.98
Oshawa.....	307.6	308.1	251.3	876.0	888.6	675.0	67.22	68.08	63.53
Niagara Falls.....	314.4	305.6	269.5	924.5	897.8	701.7	71.03	70.97	62.75
St. Catharines.....	243.4	243.2	238.1	663.2	659.7	622.1	66.86	66.55	64.12
Toronto.....	210.0	209.1	196.0	499.3	494.4	439.0	60.06	59.73	56.66
Hamilton.....	208.4	207.9	202.5	533.2	532.6	490.0	61.88	61.97	58.59
Brantford.....	191.0	193.3	211.4	532.0	527.8	588.8	57.87	56.72	57.83
Galt.....	167.4	165.0	152.9	441.0	435.2	376.7	54.15	54.18	50.55
Kitchener.....	184.8	183.9	170.6	478.6	476.8	416.0	54.97	55.03	51.81
Sudbury.....	185.1	182.7	174.2	432.5	427.3	389.0	70.14	70.23	67.09
London.....	204.7	202.8	189.1	474.0	465.4	416.0	54.79	54.29	52.09
Sarnia.....	311.2	313.3	311.6	803.1	812.7	756.7	71.44	71.81	67.32
Windsor.....	247.5	243.8	234.1	618.8	618.3	551.8	69.61	70.59	66.07
Sault Ste. Marie.....	260.4	256.3	238.2	629.9	629.2	575.3	64.14	65.10	64.20
Ft. William—Pt. Arthur.....	237.6	231.1	226.2	565.7	535.7	505.5	60.77	59.17	56.81
Winnipeg.....	176.6	174.3	171.3	374.7	367.6	343.2	51.80	51.48	48.87
Regina.....	177.9	175.1	164.6	391.0	383.8	344.7	50.06	49.94	47.42
Saskatoon.....	199.0	190.6	189.0	443.6	423.6	396.9	49.32	49.18	46.60
Edmonton.....	307.7	295.9	257.2	770.4	723.1	562.9	58.98	57.56	51.48
Calgary.....	230.0	225.8	219.8	495.1	487.9	451.6	55.50	54.99	52.88
Vancouver.....	200.5	200.8	202.4	472.1	466.3	455.0	59.06	58.25	56.37
Victoria.....	231.9	229.3	223.7	546.7	537.7	501.6	56.51	56.20	53.74
(c) INDUSTRIES									
Forestry (chiefly logging).....	93.0	123.9	123.1	321.2	428.6	400.8	59.81	59.89	56.38
Mining.....	120.5	120.6	122.4	284.0	280.7	276.1	68.02	67.19	65.09
Manufacturing.....	201.5	201.1	188.7	525.7	524.5	468.4	59.44	59.44	56.55
Durable Goods ¹	264.4	263.3	243.3	696.8	694.9	608.2	64.04	64.12	60.73
Non-Durable Goods.....	161.0	160.9	153.5	402.9	402.1	368.0	54.57	54.51	52.28
Construction.....	175.0	156.8	174.2	556.5	509.5	512.9	59.77	61.07	55.35
Transportation, storage, communi- cation.....	183.1	176.7	181.1	392.5	372.2	358.9	61.32	60.26	56.70
Public utility operation.....	195.4	192.4	188.4	429.5	425.1	395.6	64.73	65.05	61.82
Trade.....	181.0	180.1	173.2	402.5	396.3	363.9	48.58	48.06	46.91
Finance, insurance and real estate.....	182.6	182.5	178.3	327.4	325.0	304.3	52.17	51.84	49.65
Service ²	190.7	189.3	183.7	420.9	415.1	370.1	37.05	36.80	34.22
Industrial composite.....	184.0	182.0	177.4	450.8	444.4	410.6	57.51	57.33	54.34

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.9	135.6	56.82	42.2	146.9	61.99	41.5	122.4	50.80

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1953	Apr. 1, 1953	May 1, 1952	May 1, 1953	Apr. 1, 1953	May 1, 1952
Newfoundland.....	42.8	42.2	43.0	131.6	130.2	124.6
Nova Scotia.....	42.0	41.7	42.6	121.5	121.1	115.4
New Brunswick.....	42.5	42.3	43.7	120.5	119.4	114.3
Quebec.....	43.3	43.6	43.5	121.1	120.6	115.2
Ontario.....	41.5	41.7	41.2	143.6	143.0	137.6
Manitoba.....	40.9	40.9	40.9	131.1	130.1	121.6
Saskatchewan.....	40.8	41.3	41.1	134.3	135.0	129.4
Alberta.....	40.6	40.4	40.4	139.5	137.5	130.3
British Columbia.....	38.4	38.1	38.6	164.6	163.9	157.8
Montreal.....	42.3	42.6	42.7	127.7	127.4	120.5
Toronto.....	41.0	41.1	40.7	143.4	142.7	136.1
Hamilton.....	40.4	40.8	39.8	155.5	155.8	148.2
Windsor.....	43.0	43.7	42.2	164.8	165.1	159.3
Winnipeg.....	40.6	40.6	40.6	130.0	128.8	120.1
Vancouver.....	38.2	37.7	38.0	161.0	160.4	154.9

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1953	Apr. 1 1953	May 1 1952	May 1 1953	Apr. 1 1953	May 1 1952	May 1 1953	Apr. 1 1953	May 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42-4	41-8	42-4	153-5	152-5	147-3	65-66	63-79	62-46
Metal mining.....	44-5	44-8	44-2	156-0	154-2	147-7	69-42	69-08	65-28
Gold.....	46-3	46-5	46-0	133-2	131-7	130-8	61-67	61-24	60-17
Other metal.....	43-4	43-7	43-1	171-0	168-9	159-8	74-21	73-81	68-87
Fuels.....	38-1	35-8	38-7	153-0	152-1	152-5	58-29	54-45	59-02
Coal.....	37-0	33-7	37-7	149-3	147-3	149-7	55-24	49-64	56-44
Oil and natural gas.....	42-3	43-9	42-7	165-7	166-5	162-9	70-09	73-09	69-56
Non-metal.....	42-8	42-1	42-7	143-3	145-5	135-5	61-33	61-26	57-86
Manufacturing.....	41-9	42-1	41-9	135-6	134-9	129-4	56-82	56-79	54-22
Food and beverages.....	41-5	41-9	42-5	116-4	116-0	111-1	48-31	48-60	47-22
Meat products.....	40-4	41-3	42-7	143-7	143-8	139-4	58-05	59-39	59-52
Canned and preserved fruits and vegetables.....	39-3	40-4	39-8	103-5	104-2	94-0	40-68	42-10	37-41
Grain mill products.....	40-9	42-6	44-3	127-2	126-2	121-4	52-02	53-76	53-78
Bread and other bakery products.....	44-2	44-5	44-5	102-8	102-1	97-5	45-44	45-43	43-39
Distilled and malt liquors.....	41-7	41-1	41-3	140-3	140-8	138-2	58-51	57-87	57-08
Tobacco and tobacco products.....	41-3	40-1	41-2	134-3	124-2	128-0	55-47	49-80	52-74
Rubber products.....	41-6	42-0	41-2	144-2	143-2	135-6	59-99	60-14	55-87
Leather products.....	41-3	42-1	41-0	95-9	94-7	90-7	39-61	39-87	37-19
Boots and shoes (except rubber).....	41-1	42-3	41-1	92-3	91-2	87-6	37-94	38-58	36-00
Textile products (except clothing).....	42-0	42-6	41-0	107-5	107-3	103-6	45-15	45-71	42-48
Cotton yarn and broad woven goods.....	39-0	40-1	36-8	110-3	110-4	102-6	43-02	44-27	37-76
Woolen goods.....	43-8	44-2	42-8	101-4	102-1	100-4	44-41	45-13	42-97
Synthetic textiles and silk.....	45-5	45-8	44-4	108-8	108-1	106-5	49-50	49-51	47-29
Clothing (textile and fur).....	39-4	40-4	38-9	95-0	95-2	91-0	37-43	38-46	35-40
Men's clothing.....	40-1	40-7	39-5	94-0	93-8	88-5	37-69	38-18	34-96
Women's clothing.....	36-0	37-8	37-4	100-4	101-8	95-6	36-14	38-48	35-75
Knit goods.....	41-1	41-6	38-9	95-4	94-9	93-3	39-21	39-48	36-29
*Wood products.....	42-2	42-1	41-6	120-4	120-0	117-2	50-81	50-52	48-76
Saw and planing mills.....	41-4	41-2	40-7	128-9	128-9	127-0	53-36	53-11	51-69
Furniture.....	43-3	43-3	42-9	109-6	108-8	103-8	47-46	47-11	44-53
Other wood products.....	43-7	44-3	43-3	103-5	102-9	98-7	45-23	45-58	42-74
Paper products.....	43-8	43-6	44-3	150-3	149-8	142-0	65-83	65-31	62-91
Pulp and paper mills.....	44-4	44-1	45-5	160-7	160-4	150-4	71-35	70-74	68-43
Other paper products.....	42-3	42-3	40-5	119-2	118-5	112-6	50-42	50-13	45-60
Printing, publishing and allied industries.....	40-3	40-3	39-8	157-7	157-2	147-4	63-55	63-35	58-67
*Iron and steel products.....	41-7	41-9	42-2	162-6	161-7	144-3	63-63	63-56	60-89
Agricultural implements.....	39-8	39-0	40-3	162-8	159-0	160-9	64-79	62-01	64-84
Fabricated and structural steel.....	41-5	41-1	43-0	160-2	158-6	148-5	66-48	65-18	63-86
Hardware and tools.....	42-8	43-0	42-3	135-9	136-5	129-8	58-17	58-70	54-91
Heating and cooking appliances.....	42-0	41-9	42-3	134-0	132-4	126-0	56-28	55-48	53-30
Iron castings.....	43-0	43-4	42-6	149-9	149-3	141-2	64-46	64-80	60-15
Machinery manufacturing.....	42-9	43-3	43-6	144-3	144-2	136-3	61-90	62-44	59-43
Primary iron and steel.....	40-0	40-7	41-7	169-5	168-7	155-9	67-80	68-66	65-01
Sheet metal products.....	41-0	41-0	41-0	142-2	142-1	133-6	58-30	58-26	54-78
*Transportation equipment.....	42-7	42-8	42-4	156-6	157-1	146-3	66-87	67-24	62-03
Aircraft and parts.....	43-4	44-5	44-7	154-5	157-5	146-7	67-05	70-09	65-57
Motor vehicles.....	43-8	44-6	42-5	169-2	169-3	160-8	74-11	75-51	68-34
Motor vehicle parts and accessories.....	42-2	42-4	41-9	156-8	156-5	151-8	66-17	66-36	63-60
Railroad and rolling stock equipment.....	41-1	40-2	40-4	157-6	157-1	141-7	64-77	63-15	57-25
Shipbuilding and repairing.....	43-5	42-8	44-4	146-1	145-2	134-8	63-55	62-15	59-88
*Non-ferrous metal products.....	41-6	41-5	41-6	150-2	149-2	145-1	62-48	61-92	60-36
Aluminum products.....	42-5	42-3	42-4	141-2	139-2	131-3	60-01	58-88	55-67
Brass and copper products.....	42-1	42-3	42-4	142-4	140-9	135-6	59-95	59-90	57-49
Smelting and refining.....	41-2	41-0	41-4	162-3	161-8	158-3	66-87	66-34	65-54
*Electrical apparatus and supplies.....	41-6	41-8	41-0	142-6	142-6	138-1	59-32	59-61	56-62
Heavy electrical machinery and equipment.....	42-1	42-1	41-1	136-3	135-0	150-9	65-02	66-62	61-90
*Non-metallic mineral products.....	43-9	44-2	43-9	133-3	133-5	126-3	58-52	59-01	55-45
Clay products.....	45-1	44-0	44-7	124-0	124-6	119-8	55-92	55-95	53-55
Glass and glass products.....	46-4	45-9	45-1	129-5	128-9	122-0	58-70	59-17	55-02
Products of petroleum and coal.....	42-1	41-1	42-0	181-6	178-7	169-3	76-45	73-45	71-11
Chemical products.....	42-2	41-9	42-4	137-9	135-9	132-2	58-19	56-94	56-05
Medicinal and pharmaceutical preparations.....	41-1	41-0	41-1	112-9	112-0	105-6	46-40	45-92	43-40
Acids, alkalis and salts.....	41-3	41-7	41-7	157-4	155-4	152-7	65-01	64-80	63-68
Miscellaneous manufacturing industries.....	41-9	41-8	41-7	111-1	109-4	104-1	46-55	45-73	43-41
*Durable goods.....	42-2	42-3	42-1	146-9	146-7	139-5	61-99	62-05	58-73
Non-durable goods.....	41-5	41-8	41-6	122-4	121-3	117-8	50-80	50-70	49-00
Construction.....	41-5	42-0	41-6	142-7	143-8	132-1	62-90	60-40	54-95
Buildings and structures.....	40-7	40-4	41-9	157-0	156-8	142-4	63-22	63-35	59-67
Highways, bridges and streets.....	41-1	44-2	40-1	106-1	108-4	104-3	43-61	47-91	41-82
Electric and motor transportation.....	45-1	45-2	45-3	134-3	132-8	127-7	60-07	60-03	57-85
Service.....	42-2	42-4	42-8	78-1	77-2	74-2	32-96	32-73	31-76
Hotels and restaurants.....	42-9	43-0	43-5	77-8	76-5	73-6	33-38	32-90	32-02
Laundries and dry cleaning plants.....	41-8	42-0	42-2	75-0	75-1	71-6	31-35	31-84	30-22

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.6	118.4
April 1, 1953.....	42.1	134.9	56.79	136.2	114.4	119.1
May 1, 1953 ⁽¹⁾	41.9	135.6	56.82	136.2	114.9	118.5

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100).

*Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
July 1, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
July 1, 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
July 1, 1950.....	24,392	15,500	39,892	136,291	68,280	204,571
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
Aug. 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
Sept. 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
Oct. 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
Nov. 1, 1952.....	23,846	18,092	41,938	90,383	49,258	148,641
Dec. 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
Jan. 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
Feb. 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953 ⁽¹⁾	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953 ⁽¹⁾	21,229	20,088	41,317	124,396	55,920	180,316

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
MAY 30, 1953⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				April 30, 1953	May 29, 1952		
Agriculture, Fishing, Trapping.....	2,010	822	2,832	+	605	+	698
Forestry.....	1,485	6	1,491	-	779	-	1,085
Mining, Quarrying and Oil Wells.....	866	52	918	+	40	+	64
Metal Mining.....	496	16	512	-	69		
Fuels.....	186	11	197	+	49		
Non-Metal Mining.....	102	9	111	+	52		
Quarrying, Clay and Sand Pits.....	21	1	22	+	1		
Prospecting.....	61	15	76	+	7		
Manufacturing.....	6,028	4,058	10,086	+	240	+	585
Foods and Beverages.....	722	606	1,328	+	298		
Tobacco and Tobacco Products.....	4	3	7		0		
Rubber Products.....	66	27	93	+	8		
Leather Products.....	144	246	390	+	31		
Textile Products (except clothing).....	168	247	415	+	23		
Clothing (textile and fur).....	387	1,674	2,061	-	51		
Wood Products.....	639	77	716	+	47		
Paper Products.....	207	57	264	-	32		
Printing, Publishing and Allied Industries.....	354	156	510	+	53		
Iron and Steel Products.....	877	155	1,032	+	54		
Transportation Equipment.....	1,191	142	1,333	-	282		
Non-Ferrous Metal Products.....	216	61	277	+	38		
Electrical Apparatus and Supplies.....	343	206	549	+	64		
Non-Metallic Mineral Products.....	137	32	169	+	12		
Products of Petroleum and Coal.....	63	13	76	+	4		
Chemical Products.....	315	165	480	-	38		
Miscellaneous Manufacturing Industries.....	195	191	386	+	11		
Construction.....	4,346	115	4,461	+	309	-	1,606
General Contractors.....	3,433	76	3,509	+	196		
Special Trade Contractors.....	913	39	952	+	113		
Transportation, Storage and Communication.....	1,865	354	2,219	+	98		
Transportation.....	1,687	125	1,812	+	43		
Storage.....	90	27	117	+	15	See Foot	
Communication.....	88	202	290	+	40	Note (2)	
Public Utility Operation.....	240	32	272	-	32		
Trade.....	3,806	3,492	7,298	+	388	+	1,847
Wholesale.....	1,216	772	1,988	+	203		
Retail.....	2,590	2,720	5,310	+	185		
Finance, Insurance and Real Estate.....	1,446	1,357	2,803	+	573	+	1,141
Service.....	4,061	11,173	15,234	+	1,800	+	376
Community or Public Service.....	374	1,548	1,922	+	283		
Government Service.....	1,572	642	2,214	+	311		
Recreation Service.....	180	170	350	-	51		
Business Service.....	518	451	969		0		
Personal Service.....	1,417	8,362	9,779	+	1,257		
Grand Total.....	26,153	21,461	47,614	+	3,242	+	2,449

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT MAY 28, 1953⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,781	802	2,583	3,258	888	4,146
Clerical workers.....	2,758	4,958	7,716	6,721	12,485	19,206
Sales workers.....	1,949	1,633	3,582	2,848	6,234	9,082
Personal and domestic service workers..	1,793	9,541	11,334	14,878	8,754	23,632
Seamen.....	39	.....	39	1,173	8	1,181
Agriculture and fishing.....	1,994	266	2,260	1,279	239	1,518
Skilled and semiskilled workers.....	9,277	2,635	11,912	67,064	12,331	79,395
Food and kindred products (inc. tobacco).....	107	50	157	767	530	1,297
Textiles, clothing, etc.	239	1,634	1,873	2,914	8,056	10,970
Lumber and wood products.....	1,144	3	1,147	12,998	103	13,101
Pulp, paper (inc. printing).....	73	17	90	574	349	923
Leather and leather products.....	74	159	233	634	599	1,233
Stone, clay and glass products.....	54	7	61	204	35	239
Metalworking.....	1,262	36	1,298	6,188	344	6,532
Electrical.....	284	106	390	1,031	293	1,324
Transportation equipment.....	38	.....	38	229	21	250
Mining.....	235	.....	235	1,527	.....	1,527
Construction.....	1,960	.....	1,960	15,224	1	15,225
Transportation (except seamen).....	1,244	18	1,262	10,806	58	10,864
Communications and public utility..	73	1	74	468	5	473
Trade and service.....	463	388	851	1,516	830	2,346
Other skilled and semiskilled.....	1,754	179	1,933	8,000	851	8,851
Foremen.....	99	11	110	1,937	205	2,142
Apprentices.....	174	26	200	2,047	51	2,098
Unskilled workers.....	4,973	1,308	6,281	55,267	8,675	63,942
Food and tobacco.....	170	248	418	1,296	2,203	3,499
Lumber and lumber products.....	249	8	257	4,279	126	4,405
Metalworking.....	162	35	197	2,540	321	2,861
Construction.....	1,825	2	1,827	13,042	16	13,058
Other unskilled workers.....	2,567	1,015	3,582	34,110	6,009	40,119
Grand Total.....	24,564	21,143	45,707	152,488	49,614	202,102

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, MAY, 1953; LIVE APPLICATIONS AT JULY 2, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 Live Applications at July 2, 1953	
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
								Regular	Casual	
Newfoundland										
Corner Brook.....	266	405	136	.....	12,934	2,145	521	403	28	6,556
Grand Falls.....	19	62	42	.....	2,045	269	34	13	6	1,089
St. John's.....	103	41	3	.....	1,188	111	134	106	3	732
	144	302	91	.....	9,781	1,765	353	284	19	4,755
Prince Edward Island										
Charlottetown.....	307	1,320	366	.....	1,763	1,464	1,289	895	150	923
Summerside.....	224	511	223	.....	965	780	562	312	105	663
	83	809	143	.....	798	684	727	553	45	270
Nova Scotia										
Amherst.....	1,831	4,046	1,704	30	15,107	6,751	5,002	2,439	888	10,391
Bridgewater.....	1	159	.....	.....	475	251	174	146	11	400
Halifax.....	48	60	50	.....	646	249	168	26	73	411
Halifax.....	1,513	2,141	1,278	.....	3,534	2,968	2,409	1,326	449	2,890
Inverness.....	.....	43	.....	.....	699	81	42	37	.....	511
Kentville.....	88	231	186	.....	1,340	291	320	83	6	598
Liverpool.....	15	66	22	.....	357	113	35	25	.....	217
New Glasgow.....	52	346	46	3	1,996	814	533	288	41	1,445
Springhill.....	.....	38	.....	.....	631	195	39	36	.....	1,497
Sydney.....	44	822	51	.....	3,151	1,259	947	397	359	1,930
Truro.....	64	122	64	.....	1,725	319	183	63	11	368
Yarmouth-Shelburne.....	6	18	6	.....	1,653	211	152	12	4	789
New Brunswick										
Bathurst.....	2,270	4,167	2,366	525	20,791	7,496	3,581	2,356	422	13,180
Campbellton.....	31	64	27	.....	3,324	394	174	37	21	1,379
Edmundston.....	37	110	55	.....	2,336	505	107	44	24	1,483
Fredericton.....	43	180	16	.....	1,779	335	178	118	21	552
Minto.....	115	307	130	.....	1,628	612	298	151	17	730
Moncton.....	21	73	35	.....	504	542	123	58	76	1,284
Moncton.....	1,295	1,763	1,418	398	3,699	2,285	1,084	774	190	487
Newcastle.....	17	152	31	.....	1,819	512	212	121	4	2,602
Saint John.....	657	1,148	504	114	3,071	1,874	1,086	840	78	1,016
St. Stephen.....	38	163	51	.....	1,340	192	178	121	4	2,739
Sussex.....	4	99	37	13	246	96	62	49	6	853
Woodstock.....	12	108	62	.....	1,045	149	79	43	7	148
										459
Quebec										
Asbestos.....	13,372	35,288	13,804	420	117,117	51,566	36,205	23,374	3,629	76,008
Beauharnois.....	44	170	90	1	331	129	94	94	16	373
Buckingham.....	27	129	13	6	624	198	149	105	5	286
Causapscal.....	26	215	17	.....	1,221	465	269	192	10	523
	227	169	9	7	2,705	262	182	379	1	1,352
										791

	2	12	9	10	5	1	580
Chandler.....	276	375	301	154	1,777	29	273
Chicoutimi.....	57	1,577	770	385	202	1	1,065
Dolbeau.....	5	1,970	199	77	54	1	1,049
Drummondville.....	55	1,630	658	239	125	21	1,244
Farnham.....	10	1,684	186	184	16	.....	494
Gaspé.....	29	1,322	163	154	15	.....	572
Granby.....	139	240	458	357	183	33	673
Hull.....	80	398	76	310	170	38	1,286
Joliette.....	152	305	198	296	132	12	1,123
Jonquière.....	80	427	116	368	304	27	1,082
Lachine.....	16	69	18	1,793	14	14	1,363
La Malbaie.....	45	77	8	1,46	48	1	1,276
La Tuque.....	48	247	68	246	89	.....	254
Levis.....	233	573	207	115	140	8	261
Louisville.....	277	323	552	323	118	12	378
Maniwaki.....	5	2,355	176	176	7	3	1,578
Matane.....	4	378	24	109	123	3	1,282
Maniwaki.....	55	1,020	257	274	7	.....	394
Megantic.....	55	2,210	330	285	229	37	752
Mont-Laurier.....	14	959	435	306	304	7	832
Montmagny.....	19	995	109	71	9	.....	837
Montreal.....	18	1,459	403	109	12,217	13	614
New Richmond.....	6,893	30,014	23,434	18,270	2	1	23,013
Port Alfred.....	356	497	412	424	2,494	155	22,100
Quebec.....	7	1,401	148	64	.....	.....	461
Rimouski.....	964	10,584	4,279	2,885	2	2	7,383
Rivière du Loup.....	1,240	5,427	612	939	1,263	27	5,032
Rouyn.....	16	3,896	224	465	818	38	2,591
Ste. Agathe.....	33	1,137	206	28	421	.....	2,049
Ste. Anne de Bellevue.....	332	2,943	788	329	177	7	1,065
Ste. Therese.....	324	936	123	354	50	33	373
St. Georges Est.....	149	612	210	196	251	.....	1,132
St. Hyacinthe.....	75	676	299	220	1	.....	372
St. Jean.....	505	2,069	1,109	1,119	.....	2	317
St. Joseph d'Alma.....	159	1,283	616	482	.....	.....	550
St. Jerome.....	52	1,173	545	362	33	.....	890
Sept Iles.....	19	1,795	785	290	8	.....	1,985
Shawinigan Falls.....	41	1,886	490	87	25	1	800
Sherbrooke.....	34	1,117	567	393	183	8	599
Sorel.....	181	3,071	1,005	323	46	4	1,147
Therford Mines.....	83	2,820	1,070	1,092	253	.....	1,207
Three Rivers.....	69	1,115	425	324	15	.....	1,043
Val d'Or.....	176	1,162	378	324	57	.....	1,688
Valleyfield.....	64	4,130	729	338	15	.....	2,030
Victoriaville.....	182	1,546	532	1,070	2	.....	2,936
.....	43	1,297	619	253	1	.....	931
.....	387	916	853	317	16	.....	883
.....	50,564	70,330	64,893	51,248	55	.....	614
Ontario.....	15,705	867	16,607	51,248	2	.....	1,890
Amprior.....	21	33	118	77	7,892	1,007	791
Barrie.....	198	92	118	48	2	.....	874
Belleville.....	468	221	557	315	.....	.....	1,246
Bellefleur.....	258	611	408	315	.....	.....	51,737
Braconbridge.....	214	484	306	315	.....	.....	84
Brampton.....	124	283	304	352	.....	.....	435
Brantford.....	234	122	217	172	.....	.....	172
Brookville.....	84	462	1,099	290	4	.....	138
Brookville.....	21	214	282	245	44	.....	1,777
Carlton Place.....	7	173	58	34	15	.....	154
Chatham.....	158	386	542	385	51	.....	101
Cobourg.....	30	282	200	349	40	.....	547
.....	50,564	867	16,607	51,248	211	.....	207

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MAY 1953; LIVE APPLICATIONS AT JULY 2, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements		Unplaced end of period	Source: U.I.C. 751 Live Applica- tions at July 2, 1953
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out		
Ontario Con.												
Collingwood...	55	385	25	3	753	355	387	330	18	...	395	265
Corwall...	84	863	68	...	1,036	1,076	1,024	670	147	74	816	1,085
Fort Erie...	26	172	65	42	323	71	103	103	...	...	193	193
Fort Frances...	71	169	66	24	365	126	108	168	...	...	156	113
Fort William...	121	1,035	170	156	1,322	1,002	882	620	9	...	627	417
Galt...	163	332	143	19	438	368	318	167	108	45	328	370
Ganaroque...	10	83	10	...	126	105	99	56	17	...	182	101
Goderich...	47	133	76	3	186	127	123	123	17	...	150	185
Guelph...	154	330	183	...	441	500	350	170	29	1	379	383
Hamilton...	521	2,840	626	7	5,426	5,019	3,276	1,493	794	6	4,292	5,379
Hawkesbury...	78	99	40	...	724	184	132	115	2	...	234	234
Ingersoll...	49	192	75	1	343	165	170	102	11	...	292	157
Kapuskasing...	10	240	147	1	1,139	258	150	184	...	...	880	465
Kenora...	41	195	55	34	393	113	138	117	4	...	206	177
Kingston...	268	884	306	...	931	996	984	541	82	14	702	739
Kirkland Lake...	91	359	137	19	922	392	367	183	34	...	477	379
Kitchener...	303	744	357	8	614	828	778	488	77	23	500	569
Leamington...	48	262	61	...	434	133	198	86	84	...	177	219
Lindsay...	94	202	112	...	222	204	219	83	25	...	162	161
Listowel...	52	54	51	...	192	85	62	33	...	...	139	139
London...	813	2,774	1,148	...	2,198	2,895	2,566	1,223	562	3	1,409	1,584
Midland...	59	164	70	2	387	212	179	115	16	...	237	216
Napanee...	6	70	21	...	831	180	82	45	...	3	350	288
New Toronto...	412	1,045	305	35	982	1,083	765	528	15	...	725	775
Niagara Falls...	141	735	135	28	487	763	687	487	78	14	378	499
North Bay...	87	663	95	4	842	799	651	329	189	...	467	466
Oshawa...	27	481	228	3	116	272	280	148	...	...	149	123
Ottawa...	328	374	52	1	352	465	462	269	65	...	244	240
Ottawa...	1,354	1,338	291	7	1,597	2,272	1,488	941	178	...	1,660	1,701
Owen Sound...	162	2,709	1,413	76	2,371	2,899	2,562	1,422	364	13	1,855	2,139
Parry Sound...	88	258	129	11	501	396	155	155	46	...	572	444
Perth...	35	20	1	...	202	70	84	63	...	4	78	87
Peterborough...	94	680	104	6	822	926	731	411	144	4	516	433
Peterborough...	35	121	65	1	328	129	94	68	14	2	173	217
Port Arthur...	91	322	149	...	1,667	731	378	221	11	...	1,021	981
Port Colborne...	46	26	26	3	193	123	115	78	...	...	104	80
Port Colborne...	119	1,631	260	35	3,117	1,455	1,631	1,120	139	142	1,338	806
Prescott...	22	61	33	...	370	142	57	27	...	...	236	227
Renfrew...	139	332	112	125	272	402	279	215	4	...	236	219
St. Catharines...	24	149	29	3	165	187	129	109	9	...	106	93
St. Thomas...	160	1,027	335	3	1,369	1,210	1,013	563	108	3	936	953
St. Thomas...	102	301	127	4	495	374	335	139	29	...	403	283

Sarnia.....	68	425	97	1	1,030	741	506	271	66	.....	875	654
Sault Ste. Marie	425	673	222	7	992	842	709	484	78	.....	613	552
Simcoe.....	56	276	72	1	799	368	345	171	23	1	416	338
Sioux Lookout...	10	177	41	.....	280	98	136	95	30	.....	114	59
Smith Falls...	21	63	8	1	181	136	61	29	17	.....	171	210
Stratford.....	86	348	72	.....	368	446	404	131	168	5	335	331
Sturgeon Falls	32	245	20	.....	858	446	404	131	168	5	335	331
Sudbury.....	228	1,028	283	5	2,481	1,589	984	582	217	2	613	508
Timmins.....	93	761	152	.....	1,843	872	872	471	15	6	1,414	1,052
Toronto.....	6,212	15,042	5,876	37	14,344	19,568	14,789	7,796	2,706	480	12,991	12,986
Trenton.....	36	245	74	.....	529	425	257	177	1	2	361	435
Walkerton.....	43	209	80	2	261	200	257	147	.....	1	160	143
Wallaceburg	13	233	11	.....	484	344	286	144	78	2	337	297
Welland.....	45	366	29	1	882	940	531	256	95	19	733	724
Weston.....	448	328	311	121	3,042	3,050	440	356	.....	.....	319	324
Windsor.....	335	1,806	204	.....	3,042	3,050	2,149	1,012	551	6	2,197	2,646
Woodstock.....	129	299	132	6	256	333	276	195	32	.....	204	142
Manitoba	3,630	8,984	3,931	93	15,866	12,718	8,326	3,914	2,246	241	10,573	9,444
Bantam.....	423	762	467	6	1,175	609	604	350	71	12	418	365
Dauphin.....	83	200	45	1	631	420	287	163	36	38	308	291
Elm Flon.....	80	267	135	45	156	242	160	87	46	.....	145	177
Porage la Prairie.....	80	256	92	6	743	336	224	166	17	.....	342	318
The Pas.....	46	79	53	32	75	73	62	53	2	.....	48	47
Winnipeg.....	2,850	7,420	3,139	3	13,086	11,038	6,989	3,095	2,074	191	9,311	8,246
Saskatchewan	3,072	5,936	3,376	86	7,206	5,742	5,365	3,071	812	58	4,306	3,165
Estevan.....	488	136	72	.....	179	92	178	125	4	2	81	87
Moosaw.....	364	589	252	16	569	677	573	379	52	3	335	418
North Battleford	184	128	139	4	652	112	174	115	.....	.....	253	173
Prince Albert	97	360	198	3	1,301	573	381	231	67	1	588	571
Regina.....	828	2,077	993	25	933	1,911	1,813	952	437	21	632	634
Saskatoon.....	1,073	1,911	1,278	15	2,835	1,756	1,571	900	210	10	1,928	853
Swift Current	152	103	169	3	242	185	151	113	11	.....	130	92
Weyburn.....	105	154	101	19	694	139	138	91	7	.....	61	60
Yorkton.....	193	358	240	1	694	297	386	165	24	21	298	217
Alberta	4,865	11,991	3,578	288	12,862	14,014	11,983	7,058	2,208	221	8,448	7,146
Blainmore.....	55	105	78	.....	339	87	35	35	.....	.....	302	249
Calgary.....	1,231	4,743	1,302	33	3,432	5,875	4,465	2,701	860	40	2,864	2,956
Drumheller.....	31	192	26	21	671	157	180	173	.....	.....	485	291
Edmonton.....	2,657	4,891	1,342	111	6,083	5,612	5,579	2,888	1,291	175	3,318	2,528
Edson.....	119	241	120	31	1,226	270	132	124	.....	.....	201	158
Lethbridge.....	466	1,678	390	5	1,238	1,317	946	811	45	8	726	500
Medicine Hat	116	367	95	2	1,238	1,317	946	811	45	8	726	500
Red Deer.....	118	236	166	6	390	427	466	214	12	.....	301	246
Yellowknife.....	68	138	59	89	320	263	167	111	.....	1	204	204
					50	6	3	1	.....	.....	28	14

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)
1943-1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (5 months).....	780,442	280,498	1,060,940	249,272	124,671	373,943

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of May, 1953		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	2,342	1,959	156,638	531,460
Prince Edward Island.....	314	199	23,444	68,165
Nova Scotia.....	5,956	3,345	226,035	705,747
New Brunswick.....	6,821	4,021	251,502	801,800
Quebec.....	55,064	24,554	1,565,165	4,852,382
Ontario.....	27,605	14,077	889,134	2,718,920
Manitoba.....	5,326	2,265	167,693	472,975
Saskatchewan.....	1,099	527	55,919	169,065
Alberta.....	4,239	2,260	169,436	554,243
British Columbia.....	16,792	7,307	414,294	1,320,478
Total, Canada, May, 1953.....	125,558	60,514	3,919,260	12,195,255
Total, Canada, April, 1953.....	196,315	83,659	5,225,796	16,389,294
Total, Canada, May, 1952.....	132,022	58,360	3,875,281	10,374,007

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF MAY 31, 1953

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	5,222	620	223	602	1,124	884	1,769
Male.....	4,961	578	204	558	1,087	843	1,691
Female.....	261	42	19	44	37	41	78
Prince Edward Island.....	589	98	26	78	96	73	218
Male.....	456	76	20	63	76	56	165
Female.....	133	22	6	15	20	17	53
Nova Scotia.....	8,766	1,731	684	1,060	1,725	1,189	2,377
Male.....	7,654	1,582	619	926	1,520	1,057	1,950
Female.....	1,112	149	65	134	205	132	427
New Brunswick.....	10,309	1,621	1,243	1,527	2,179	1,399	2,340
Male.....	8,930	1,390	1,048	1,332	1,947	1,268	1,945
Female.....	1,379	231	195	195	232	131	395
Quebec.....	64,608	11,907	6,203	7,783	12,402	11,070	15,243
Male.....	48,422	8,137	4,047	5,590	9,923	9,478	11,247
Female.....	16,186	3,770	2,156	2,193	2,479	1,592	3,996
Ontario.....	38,898	8,524	3,246	4,726	6,845	4,417	11,140
Male.....	26,034	5,319	2,062	3,130	4,560	3,097	7,866
Female.....	12,864	3,205	1,184	1,596	2,285	1,320	3,274
Manitoba.....	6,853	1,130	494	817	1,178	777	2,467
Male.....	3,859	549	250	409	592	426	1,633
Female.....	2,994	581	234	408	586	351	834
Saskatchewan.....	1,677	180	84	145	301	213	754
Male.....	1,114	105	39	90	205	133	542
Female.....	563	75	45	55	96	80	212
Alberta.....	9,193	2,202	552	1,137	2,323	1,149	1,830
Male.....	7,949	1,865	467	1,026	2,126	996	1,479
Female.....	1,244	337	95	111	197	153	351
British Columbia.....	18,405	3,690	1,511	2,469	3,212	1,895	5,628
Male.....	13,629	2,725	1,123	1,760	2,426	1,387	4,208
Female.....	4,776	965	388	709	786	508	1,420
TOTAL*.....	164,520	31,703	14,256	20,344	31,385	23,066	43,766
MALE.....	123,008	22,326	9,869	14,884	24,462	18,741	32,726
FEMALE.....	41,512	9,377	4,387	5,460	6,923	4,325	11,040

*Includes 356 supplementary benefit claims.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1953

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,657	1,332	325	2,891	1,251	1,640	746
Prince Edward Island.....	223	164	59	230	175	55	61
Nova Scotia.....	3,953	2,317	1,636	4,492	3,407	1,085	1,064
New Brunswick.....	4,241	2,775	1,466	5,013	3,754	1,259	1,120
Quebec.....	26,346	17,025	9,321	30,217	20,915	9,302	7,355
Ontario.....	19,494	12,113	7,381	21,125	15,946	5,179	4,200
Manitoba.....	2,824	1,853	971	3,067	2,130	937	288
Saskatchewan.....	523	365	158	656	374	282	89
Alberta.....	3,078	1,985	1,093	3,796	2,788	1,008	476
British Columbia.....	9,137	5,369	3,768	10,341	6,895	3,446	1,939
Total, Canada, May, 1953.....	71,476*	45,298	26,178	81,828†	57,635	24,193	17,338
Total, Canada, April, 1953.....	117,171	81,933	35,238	138,879	90,427	48,452	27,690
Total, Canada, May, 1952.....	83,806	48,610	35,196	84,075	64,216	19,859	25,092

*In addition, revised claims received numbered 16,812. †In addition, 17,458 revised claims were disposed of. Of these, 1,161 were special requests not granted, and 851 were appeals by claimants. There were 1,852 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of May, 1953	Month of April, 1953	Month of May, 1952
Claims Disallowed.....	13,375	36,305	11,907
Claimants disqualified*—			
Not unemployed.....			2,259
Disqualification—total.....	5,420	5,670	
6 days or less.....	3,468	3,522	
7 days or more.....	1,952	2,148	
Not capable of and not available for work.....	1,752	1,833	1,752
Loss of work due to a labour dispute.....	56	47	325
Refused offer of work and neglected opportunity to work.....	1,540	1,252	1,590
Discharged for misconduct.....	592	785	563
Voluntarily left employment without just cause.....	4,698	5,673	4,597
Failure to fulfil additional conditions imposed upon certain married women	692	712	691
Other reasons†.....	2,367	3,466	1,666
Total.....	30,492	61,293	25,350

*Claimants disqualified May, 1953, include 6,000 on revised and 299 on supplementary benefit claims.

†These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1952—April.....	3,090,240	2,851,570	238,670
May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†
April.....	3,278,000	2,917,900	360,100†

*Ordinary claimants on the live unemployment register on the last working day of the preceding month.

†Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS				
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Balance in Fund	
	Employer and Employee	Government				Ordinary	Supplementary		Total
			\$	\$	\$			\$	
To 1948.....	441,772,355.96	87,948,417.69	15,449.49	35,485,221.38	565,221,444.52	117,486,505.31		117,486,505.31	447,734,939.21
1949.....	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.33	49,826,752.16		49,826,752.16	529,535,437.35
1950.....	104,432,415.94	20,094,332.20	17,731.42	14,331,257.71	138,935,737.27	85,006,136.24		85,824,202.13	582,646,972.52
1951.....	128,744,248.84	27,536,193.16	34,656.50	15,630,847.06	171,945,945.56	83,082,101.75	6,930,439.54	90,012,541.29	664,580,376.79
1952.....	153,887,558.40	30,815,284.37	33,344.00	19,046,503.98	203,782,990.84	85,559,677.68	4,604,338.52	90,164,016.20	778,199,351.43
1953.....	155,184,595.03	31,035,633.43	36,085.94	22,950,737.44	209,207,051.84	128,814,174.79	7,007,063.82	135,821,238.61	851,585,164.66
To 1953.....	1,082,603,034.24	218,353,874.56	145,626.43	119,617,885.13	1,420,720,420.36	549,775,347.93	19,359,907.77	569,135,255.70	851,585,164.66
April.....	13,247,472.35	2,649,979.50	2,186.29	2,002,394.23	17,902,032.37	16,381,132.37	2,801,309.74	19,182,442.11	850,304,751.92
May.....	13,369,793.82	2,676,051.96	625.00	2,065,404.36	18,111,965.14	12,188,755.09	196,987.95	12,385,743.04	856,030,977.02
June.....	*12,418,746.38	2,484,024.75	3,195.50	2,022,231.63	16,928,198.26	8,398,564.65	cr. 7,868.25	8,390,696.40	864,568,478.88
Sub-Total.....	39,036,012.55	7,810,056.21	6,006.79	6,090,120.22	52,942,195.77	36,968,452.11	2,990,429.44	39,958,881.55	864,568,478.88
Total.....	1,121,639,046.79	1226,163,930.77	151,633.22	125,708,005.35	1,473,662,616.13	586,743,800.04	22,350,337.21	609,094,137.25	864,568,478.88

* Stamps \$5,399,344.42 Meter \$1,559,949.62 Bulk \$5,459,452.34 Total \$12,418,746.88.

† Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,827,834.25.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 at 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	64.1	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	65.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	75.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	198.4	142.2	219.6
August.....	87.4	189.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	233.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June.....	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9
July.....	84.5	186.0	229.2	152.9	153.5	206.5	196.0	149.2	209.7

*For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.
†Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO APRIL 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	123.3	109.7	116.5	116.7
February.....	115.5	112.7	123.5	109.6	116.6	116.7
March.....	114.8	111.6	123.5	109.7	116.7	115.2
April.....	114.6	110.9	123.7	109.7	116.9	115.0
May.....	114.4	110.1	123.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JUNE, 1953

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	June 1, 1952	May 1, 1953	June 1, 1953						
St. John's, Nfld..	102.7	101.1	101.2	98.6	107.3	106.8	101.9	101.1	99.3
Halifax.....	179.2	172.6	173.4	215.1	128.5	155.3	222.2	188.6	139.9
St. John.....	185.6	180.2	181.0	218.0	131.5	152.0	229.0	189.3	152.0
Montreal.....	192.5	188.3	190.1	241.6	154.9	143.0	194.4	203.7	144.3
Toronto.....	184.4	180.9	182.2	214.9	162.0	178.5	207.0	188.9	147.9
Winnipeg.....	180.6	176.4	177.2	227.5	137.0	134.4	202.5	196.6	141.1
Saskatoon.....	180.9	182.2	183.4	236.8	135.2	162.2	217.9	202.6	133.9
Edmonton.....	177.5	176.6	177.8	233.3	129.6	121.3	213.4	190.7	143.8
Vancouver.....	190.6	187.5	187.6	233.0	139.0	174.3	217.2	194.8	154.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

St. John's Index on the base: June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	June 1950	June 1951	June 1952	May 1953	June 1953	Price. June 1953
Beef, sirloin steak.....	lb.	120.7	154.8	303.4	362.1	331.1	290.6	292.1	80.8
Beef, round steak.....	lb.	125.7	167.9	337.2	402.1	371.5	320.4	321.2	75.4
Beef, blade.....	lb.	132.7	162.3	362.6	459.2	404.1	342.6	342.0	54.5
Beef, stewing, boneless.....	lb.	136.7	168.3	404.3	525.4	476.2	401.5	401.5	54.3
Lamb, leg roast.....	lb.	109.9	152.8	302.2	324.6	325.3	281.6	281.6	80.6
Pork, fresh loin, centre cut.....	lb.	125.3	143.8	238.1	260.7	227.7	261.7	281.9	75.5
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	267.3	317.9	263.8	266.5	289.9	54.5
Bacon, side, fancy, sliced, rind-off.....	½ lb.	132.3	142.5	221.4	216.8	177.2	198.5	224.1	41.1
Lard, pure, package.....	lb.	151.3	159.6	189.2	280.1	139.8	172.9	176.6	19.2
Shortening, package.....	lb.	134.7	137.5	218.8	276.3	212.0	202.1	203.5	29.0
Eggs, Grade A, large, carton.....	doz.	156.4	181.3	160.8	231.3	160.6	211.2	215.0	67.2
Milk.....	qt.	111.0	95.4	166.1	178.9	191.7	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	212.1	249.9	231.5	236.7	234.1	63.9
Cheese, plain, mild, ½ lb.....	pkg.	174.6	165.4	222.2	246.1	261.8	262.5	262.5	34.8
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	183.9	191.8	193.3	194.9	12.7
Flour, all-purpose.....	lb.	127.3	124.2	221.2	227.2	227.2	227.2	230.2	7.8
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	182.5	194.3	195.4	195.4	18.0
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	172.5	229.7	297.7	249.3	246.5	26.0
Peas, 20 oz.....	tin	117.5	121.7	144.9	157.9	168.8	175.2	175.2	21.8
Corn, cream, choice, 20 oz.....	tin	128.3	132.7	170.5	177.5	193.8	181.7	180.8	19.3
Onions, cooking.....	lb.	108.2	126.5	177.5	171.9	294.5	205.3	197.6	10.2
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	160.5	134.3	408.7	168.6	169.4	38.6
Prunes, pkg.....	lb.	115.8	120.2	204.3	248.5	238.1	239.8	242.3	28.5
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	132.6	163.9	173.2	166.5	166.5	24.8
Oranges, California.....	doz.	132.5	154.3	159.7	150.0	132.5	120.5	123.7	33.9
Jam, strawberry, 16 oz.....	jar	111.3	115.1	148.5	166.0	165.4	152.9	152.4	25.6
Peaches, 15 oz.....	tin	101.5	106.1	140.1	152.7	154.0	146.6	145.3	21.6
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	164.8	194.9	183.8	169.4	167.8	10.5
Coffee, medium quality, in bag.....	lb.	141.6	131.7	271.2	312.4	310.3	311.2	310.6	106.3
Tea, black, ½ lb.....	pkg.	145.2	131.6	180.6	185.1	187.2	175.5	175.5	51.2

Descriptions and Units of Sale Apply to June, 1953, Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per $\frac{1}{2}$ lb. pkg.	Sausage, pure pork, per lb.
	Steak steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	103.8	.....	^a 68.8	^a 52.0	63.0	81.5	73.4	39.7	59.5
P.E.I.—									
2—Charlottetown.....	82.5	73.8	^a 59.5	^a 53.6	51.0	77.6	63.5	37.8	45.8
Nova Scotia—									
3—Halifax.....	86.4	75.9	^a 53.3	53.8	52.7	76.2	^c 53.3	43.5	54.6
4—Sydney.....	84.0	75.9	^m 57.3	58.5	55.0	76.4	59.9	40.9	50.5
New Brunswick—									
5—Moncton.....	83.0	76.0	55.0	50.0	46.1	76.6	55.3	44.6	51.5
6—Saint John.....	83.8	77.3	^a 58.5	55.9	50.3	79.7	54.5	44.7	49.4
Quebec—									
7—Chicoutimi.....	96.2	92.8	63.4	51.8	51.3	78.8	74.8	39.6	49.8
8—Hull.....	74.4	73.8	50.6	50.9	43.2	71.1	52.5	41.0	52.6
9—Montreal.....	91.4	87.2	^a 52.4	55.1	45.2	80.0	56.6	42.2	57.5
10—Quebec.....	93.5	89.4	^a 48.6	48.4	50.6	69.6	55.1	37.4	53.5
11—Sherbrooke.....	88.6	82.3	^a 55.8	57.0	42.9	73.2	54.4	36.0	45.0
12—Sorel.....	92.8	84.8	^a 59.4	50.1	50.8	68.9	52.7	37.1	56.0
13—Three Rivers.....	94.1	84.1	47.5	46.6	43.0	73.4	56.4	39.1	58.7
Ontario—									
14—Brantford.....	73.0	69.2	54.8	51.3	44.1	77.9	52.2	42.3	48.5
15—Cornwall.....	73.0	73.4	^m 45.7	53.6	40.4	76.4	54.6	40.0	54.0
16—Fort William.....	78.4	76.9	^a 59.2	59.0	52.3	75.0	.....	40.4	58.8
17—Hamilton.....	79.8	74.7	53.6	54.2	45.2	78.1	47.5	42.6	51.2
18—Kirkland Lake.....	75.8	73.7	^a 53.2	52.0	44.7	75.8	^d 60.3	45.6	56.2
19—London.....	77.5	74.1	50.7	52.7	43.8	79.7	46.2	42.2	54.2
20—North Bay.....	69.3	68.3	^a 48.6	47.9	45.7	73.9	46.0	41.2	51.9
21—Oshawa.....	72.2	72.2	49.5	48.8	44.6	75.2	43.8	40.4	48.2
22—Ottawa.....	80.0	74.5	52.4	54.4	39.4	80.3	^d 50.7	42.8	52.0
23—Sault Ste. Marie.....	76.6	75.3	^m 54.4	59.4	50.0	76.7	59.4	40.2	54.5
24—Sudbury.....	72.2	71.1	^m 52.3	51.3	44.9	71.4	^d 55.0	37.1	49.8
25—Toronto.....	82.0	77.9	56.2	54.4	44.1	77.3	46.1	41.5	48.6
26—Windsor.....	72.9	69.5	^a 50.9	56.9	44.8	77.5	^d 53.9	41.4	55.1
Manitoba—									
27—Winnipeg.....	78.8	72.9	54.7	54.1	48.8	74.6	^d 58.5	42.5	51.3
Saskatchewan—									
28—Regina.....	77.5	72.2	^a 55.3	56.6	45.4	72.6	55.0	41.8	53.5
29—Saskatoon.....	72.2	70.6	^m 52.8	58.7	47.8	69.9	^d 59.3	43.7	48.9
Alberta—									
30—Calgary.....	80.6	74.7	64.7	58.4	42.3	70.5	^d 58.8	40.6	54.2
31—Edmonton.....	72.3	68.7	^m 49.9	53.0	46.2	66.3	50.2	40.7	46.0
British Columbia—									
32—Prince Rupert.....	85.0	77.5	^a 58.5	63.3	48.0	77.7	66.0	45.0	63.7
33—Trail.....	88.8	83.0	^a 63.0	66.0	.....	74.8	65.7	44.0	64.7
34—Vancouver.....	89.6	79.5	61.9	59.6	53.2	80.4	^d 63.4	41.6	53.9
35—Victoria.....	93.0	85.2	64.1	61.2	57.1	78.2	58.5	42.5	55.8

FOODS AND COAL BY CITIES, JUNE, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. pint.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....		8.5	12.0	20.9	11.3	60.6	85.4	32.0	79.0
P.E.I.—									
2—Charlottetown.....		8.5	13.6	19.2	10.8	52.8	65.0	17.0	67.9
Nova Scotia—									
3—Halifax.....	73.2	8.2	12.8	18.3	9.6	49.1	69.7	20.5	67.9
4—Sydney.....	71.1	8.6	14.0	19.5	10.5	49.6	71.6	22.0	69.9
New Brunswick—									
5—Moncton.....		8.2	12.0	18.4	10.1	49.4	67.6	20.0	66.8
6—Saint John.....	73.8	8.4	12.7	18.7	9.9	49.5	71.4	21.0	68.2
Quebec—									
7—Chicoutimi.....	101.7	8.2	15.2	19.3	10.6	55.0	70.4	20.0	61.3
8—Hull.....		7.5	12.7	17.3	10.0	46.0	69.2	22.0	60.5
9—Montreal.....	78.6	7.6	12.0	17.3	9.5	48.5	69.1	20.0	60.8
10—Quebec.....	81.5	7.4	12.0	18.1	9.6	50.2	68.3	20.0	62.4
11—Sherbrooke.....	79.2	7.7	12.4	17.4	9.3	47.6	69.1	20.0	59.3
12—Sorel.....	86.8	7.4	12.0	17.7	9.7	46.5	65.1	19.0	60.6
13—Three Rivers.....		7.5	11.3	17.4	10.3	49.6	70.0	19.0	59.6
Ontario—									
14—Brantford.....	74.3	7.8	12.0	17.5	9.8	44.8	67.4	21.0	62.3
15—Cornwall.....		7.4	12.0	18.0	10.1	47.0	68.0	19.0	62.2
16—Fort William.....		7.5	13.3	18.6	11.1	53.0	65.4	23.0	63.2
17—Hamilton.....	86.3	7.9	12.0	17.5	10.0	45.4	68.7	22.0	63.8
18—Kirkland Lake.....		8.0	11.3	18.9	11.2	50.2	71.4	25.0	64.6
19—London.....	86.9	7.6	12.0	17.4	10.0	43.9	63.8	21.0	63.2
20—North Bay.....	79.3	8.0	12.7	19.4	11.3	49.2	69.2	22.0	64.4
21—Oshawa.....		7.6	12.0	17.1	9.8	46.2	66.8	21.0	62.6
22—Ottawa.....	80.4	7.6	12.7	17.5	10.1	48.2	70.7	21.8	62.6
23—Sault Ste. Marie.....		8.0	13.3	19.2	10.8	48.3	70.9	23.0	65.9
24—Sudbury.....		8.1	12.7	18.4	11.0	48.8	69.6	23.0	63.4
25—Toronto.....	85.9	7.7	12.0	17.3	9.6	44.6	67.5	22.0	62.8
26—Windsor.....	84.3	7.8	12.0	17.9	10.1	47.0	67.4	22.0	63.4
Manitoba—									
27—Winnipeg.....	80.7	7.5	14.0	17.8	12.1	67.2	62.4	20.0	62.1
Saskatchewan—									
28—Regina.....	76.3	7.3	13.6	18.8	12.9	64.4	57.9	19.0	60.2
29—Saskatoon.....		7.4	12.8	17.7	14.0	61.9	57.5	20.5	61.0
Alberta—									
30—Calgary.....	84.7	7.5	13.6	18.2	12.0	59.7	62.3	21.0	62.1
31—Edmonton.....	75.7	7.7	13.6	17.9	11.8	61.9	58.6	20.0	64.1
British Columbia—									
32—Prince Rupert.....	95.0	8.2	15.0	18.8	11.1	62.3	71.8	31.0	65.7
33—Trail.....	94.3	7.7	16.0	18.3	11.9	63.3	67.7	25.0	63.5
34—Vancouver.....	86.2	7.5	14.9	17.7	9.7	57.2	64.8	21.8	64.9
35—Victoria.....	94.2	7.6	16.0	17.9	10.1	57.3	68.4	24.0	65.2

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....	36-1	33-6	.....	33-6	.....	16-5	50-1	32-4	25-5	24-3
P.E.I.—										
2—Charlottetown.....	37-3	.....	21-0	30-2	28-2	19-2	20-5	29-1	22-4	22-0
Nova Scotia—										
3—Halifax.....	35-3	39-5	20-6	29-0	25-1	16-9	21-5	27-5	23-7	20-0
4—Sydney.....	36-9	37-4	20-5	29-0	26-3	18-0	23-1	28-5	22-8	20-8
New Brunswick—										
5—Moncton.....	34-9	39-1	22-2	29-6	25-8	16-7	21-8	27-1	23-4	19-5
6—Saint John.....	36-1	39-5	20-7	28-9	26-2	16-8	20-7	25-6	23-3	19-1
Quebec—										
7—Chicoutimi.....	36-6	.....	19-8	34-3	27-3	18-8	.....	26-6	22-8	20-8
8—Hull.....	43-2	.....	17-7	28-5	25-7	16-4	20-8	23-4	20-2	17-0
9—Montreal.....	34-3	.....	20-9	28-5	26-2	16-7	20-6	22-6	22-0	19-0
10—Quebec.....	34-8	.....	21-3	28-8	26-6	17-0	20-4	25-2	21-5	18-2
11—Sherbrooke.....	35-0	.....	20-1	30-1	24-7	16-9	20-3	23-7	21-8	20-6
12—Sorel.....	33-4	.....	20-1	29-7	26-1	16-3	22-2	25-0	19-1	18-1
13—Three Rivers.....	34-3	.....	18-6	28-5	25-4	17-8	.....	24-0	21-5	20-5
Ontario—										
14—Brantford.....	33-8	39-5	18-3	27-8	24-1	16-9	20-9	24-8	20-6	18-1
15—Cornwall.....	34-5	38-7	19-0	28-1	25-2	15-9	19-4	24-9	19-7	19-1
16—Fort William.....	35-6	40-3	18-6	28-3	24-7	18-2	21-4	26-0	21-9	19-8
17—Hamilton.....	34-3	39-7	19-6	29-2	24-7	16-6	19-8	24-5	20-8	17-9
18—Kirkland Lake.....	35-4	39-0	20-2	29-4	26-8	18-5	21-9	25-8	.....	19-2
19—London.....	33-8	39-0	19-8	27-8	26-1	16-8	19-9	24-8	21-0	17-3
20—North Bay.....	35-4	38-4	22-0	28-6	31-8	16-8	.....	25-2	22-5	18-9
21—Oshawa.....	33-2	39-7	19-8	26-8	23-8	16-2	20-0	23-8	20-3	17-2
22—Ottawa.....	33-9	39-5	18-5	29-0	25-4	16-2	21-6	23-9	21-4	17-0
23—Sault Ste. Marie.....	35-8	38-9	20-9	28-6	26-0	17-4	.....	25-8	21-6	18-8
24—Sudbury.....	34-2	38-0	20-0	29-4	26-0	18-0	.....	22-7	21-8	18-2
25—Toronto.....	33-5	39-6	19-6	28-2	23-6	16-7	20-0	23-7	20-7	16-6
26—Windsor.....	35-1	39-7	19-8	28-8	25-4	17-5	20-8	22-6	^m 16-9	17-6
Manitoba—										
27—Winnipeg.....	35-6	41-0	18-0	28-1	24-9	17-1	22-1	25-9	^m 18-6	19-0
Saskatchewan—										
28—Regina.....	35-8	40-8	17-4	30-7	25-0	18-5	23-4	29-2	22-8	20-3
29—Saskatoon.....	34-7	40-9	16-9	28-5	24-8	18-8	23-0	28-7	23-0	21-2
Alberta—										
30—Calgary.....	33-8	40-5	16-4	29-6	24-3	17-3	25-2	31-0	22-0	22-8
31—Edmonton.....	35-0	41-6	17-1	31-1	24-5	18-1	22-5	30-0	22-4	22-0
British Columbia—										
32—Prince Rupert.....	37-6	40-8	18-5	31-3	27-0	20-7	23-6	32-6	^m 20-5	^m 19-6
33—Trail.....	35-8	40-1	17-4	31-5	.....	20-4	24-7	32-1	^m 21-0	^m 21-4
34—Vancouver.....	35-9	40-0	17-5	27-5	23-8	17-0	22-4	29-1	^m 15-5	^m 15-8
35—Victoria.....	36-1	39-4	18-4	29-2	23-0	17-0	20-8	29-6	^m 18-9	^m 17-3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

FOODS AND COAL BY CITIES, JUNE, 1953

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—										
1—St. John's.....	45.3	32.0	41.3	12.3	34.0	26.3	61.4	124.4		23.04
P.E.I.—						n		v		
2—Charlottetown.....	37.8	23.5	22.1	9.9	27.1	27.6	46.5	115.5		17.50
Nova Scotia—						n		v		
3—Halifax.....	33.6	21.3	29.2	9.2	28.7	24.1	46.1	112.8		19.44
4—Sydney.....	32.7	25.6	28.7	10.3	29.8	26.0	46.6	118.4		13.60
New Brunswick—						n		v		
5—Moncton.....	35.1	22.0	27.4	9.1	27.6	25.7	45.9	109.7		18.75
6—Saint John.....	34.8	21.6	23.4	9.6	28.8	26.7	47.6	113.1		19.68
Quebec—						n		v		
7—Chicoutimi.....	34.8	18.4	31.0	12.1	29.3	28.0	55.5	111.6	29.00	
8—Hull.....	30.3	18.9	30.4	11.3	27.3	25.2	51.7	110.2	27.50	
9—Montreal.....	33.6	17.5	28.9	10.5	29.7	24.8	53.6	107.6	27.09	
10—Quebec.....	33.0	17.8	24.9	10.2	28.3	26.2	55.1	110.3	28.88	
11—Sherbrooke.....	32.1	17.8	28.7	10.6	28.8	24.7	54.3	108.8	26.75	
12—Sorel.....	35.4	17.6	33.1	11.9	26.6	22.9	52.5	109.4	26.25	
13—Three Rivers.....	33.9	18.3	27.4	10.3	27.2	24.7	54.2	110.2	27.00	
Ontario—						n				
14—Brantford.....	33.0	18.7	36.8	9.0	29.4	23.0	52.1	102.0	26.25	
15—Cornwall.....	30.9	19.0	30.8	9.9	28.3	24.4	52.0	107.4	28.50	
16—Fort William.....	36.3	20.1	50.9	10.6	26.1	24.6	51.0	104.9	26.38	
17—Hamilton.....	32.7	19.1	35.1	9.9	28.6	23.3	53.6	104.2	25.19	
18—Kirkland Lake.....	35.7	19.8	38.6	10.2	28.8	26.4	55.2	100.2	33.38	
19—London.....	30.0	19.0	35.7	9.4	28.2	22.8	48.7	104.7	25.75	
20—North Bay.....	34.5	20.3	33.8	9.1		23.2	52.7	113.2	27.75	
21—Oshawa.....	32.7	19.3	40.6	8.9	26.6	22.8	54.6	102.6	26.90	
22—Ottawa.....	30.6	19.0	31.6	9.5	28.6	25.1	52.4	105.4	27.50	
23—Sault Ste. Marie.....	33.3	19.9	43.4	10.3	29.6	23.5	54.7	106.0	25.50	
24—Sudbury.....	33.0	19.2	34.2	10.0	26.6	24.4	52.5	101.2	27.25	
25—Toronto.....	32.1	18.9	37.3	8.2	27.4	24.2	51.5	102.8	24.57	
26—Windsor.....	31.8	19.0	49.4	9.1	31.3	24.3	50.5	105.2	26.00	
Manitoba—						n				
27—Winnipeg.....	37.8	19.8	37.5	10.1	28.2	27.1	47.3	100.2		21.05
Saskatchewan—										
28—Regina.....	35.7	22.4	43.1	11.0	28.0	27.4	48.5	103.1		18.30
29—Saskatoon.....	38.4	22.1	57.9	12.3	30.4	27.2	46.6	102.9		17.98
Alberta—						n				
30—Calgary.....	33.9	23.7	47.7	12.1	27.6	25.4	48.2	100.6		
31—Edmonton.....	36.3	23.3	55.6	13.6	29.8	25.4	49.3	104.7		8.25
British Columbia—										
32—Prince Rupert.....	37.2	25.2	67.3	10.9	28.0	26.8	50.2	101.0		22.90
33—Trail.....	31.5	25.3	49.3	11.8	27.5	27.6	51.0	97.9		19.75
34—Vancouver.....	32.1	20.2	52.5	9.9	25.8	23.7	47.5	98.6		19.93
35—Victoria.....	30.0	21.0	51.2	10.0	27.3	24.0	46.4	101.1		21.40

(g) Mixed—carton and loose. (h) Evaporated milk, 17-0c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin.
 (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.
 * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labor Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 100
	(a)	(b)		(b)					(c)			(d)	(d)
1922	74.9	71.6		(i) 183	(h) 185				(e) 164		110.1		719
1926	75.9	75.6		(i) 172	(h) 176				(e) 162		106.3		763
1929	75.8	73.3		(i) 164	(h) 181				(e) 161		106.6		758
1933	58.8	55.3		(i) 140	(h) 151				(e) 133		99.2		600
1939	65.7	59.9	100.0	(i) 158	(h) 178	(m) 108		107.5	(e) 138	(k) 103	99.9	1059	748
1940	65.7	59.9	100.7	(i) 184	(h) 205	(m) 129		122.7	(e) 151		103.4	1051	782
1941	69.6	62.9	104.4	(i) 199	(h) 226	(m) 150		151.4	(e) 174		108.2	1111	810
1944	74.6	75.2	199.1	(i) 201	(h) 285	(m) 285		185.2	(e) 207		128.8	1270	872
1945	75.0	76.9	213.5	(i) 203	(h) 295	(m) 295		187.3	(e) 209		132.2	1270	884
1946	77.5	83.4	266.7	(i) 203	(h) 291	(m) 345		189.3	(e) 208		134.1	1278	891
1947	84.8	95.5	300.3	(i) 203		(m) 345	4575	189.3	(e) 217		139.7	1309	919
1948	97.0	102.8	318.9	(i) 108	(i) 99	(m) 1030	4847	172.4	(e) 234		147.8	1392	992
1949	100.0	101.8	336.0	(i) 111	(i) 100	(m) 1632	4847	175.9	(e) 222		153.2	1528	1009
1950	102.9	102.8	356.2	(i) 114	(i) 114	(m) 1818	4915	177.7	(e) 222		153.2	1669	1066
1951	113.7	111.0	401.0	(i) 124	(i) 109	(m) 1945	5220	207.5	(e) 222		159.3	171.0	1183
1952	116.5	113.5	455.7	(i) 124	(i) 118	130.1	5240	223.0	(e) 222		171.0	1906	1237
1953	116.8	112.4	448.8	100.6		145.4	5476	220.3	(e) 222		185.8	2327	1275
March	116.8	112.9	451.8	102.2		148.6	5501	223.6	(e) 222		182.1	2366	1253
April	115.9	113.0	437.8	102.2	115	144.5	5522	225.1	(e) 222		183.5		
May	116.0	113.4	463.9	103.9		143.1	5550	225.1	(e) 222		185.1	2488	1270
June	116.1	114.1	464.8	103.8	122	142.8	5572	224.8	(e) 222		184.4		
July	116.1	114.3	466.6	103.2		145.7	5615	225.2	(e) 222		185.3		
August	116.0	114.1	464.1	103.0	148	144.8	5675	224.9	(e) 222		190.3	2524	1284
September	116.1	114.3	464.1	103.0		144.9	5696	224.9	(e) 222		191.1		
October	116.0	114.2	465.6	103.8	123	145.4	5633	224.2	(e) 222		191.4	2530	1294
November	116.1	114.3	462.7	104.5		145.4	5612	224.3	(e) 222		190.6		
December	115.7	113.9	462.4	104.7	123	145.6	5603	223.9	(e) 222		189.5		
1953	115.7	113.9	462.4	104.7		146.0	5614	224.4	(e) 222		189.9		
January	115.5	113.4		105.4		145.2	5613		(e) 222		189.4		1306
February	114.8	113.7		105.4		144.7			(e) 222		189.9		
March	114.6	113.7		105.4		144.7			(e) 222		189.9		
April	114.6	113.7		105.4		144.7			(e) 222		189.9		
May	114.4	114.0		108.4		145.5			(e) 222		190.7		
June	114.9								(e) 222				

(a) First of Month. (b) Middle of Month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914=100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914=100. (i) Years 1914-47 on base July, 1914=100. (j) Years 1914-47 on base July, 1914=100. (k) Series on June, 1947 base. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938=1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1925-1929=100)
SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	May 1952	April 1953	May 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	224.6	219.6	220.1
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	212.6	197.3	197.4
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	297.7	248.2	242.1	234.4	239.1
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	295.9	251.5	251.8	241.6	241.2
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	295.5	291.0	284.9	289.9	290.3
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	208.7	219.0	218.3	221.5	221.2
VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	180.6	172.9	173.1	170.7	168.1
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	169.8	173.9	173.9	174.4	173.9
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	180.8	176.2	176.2
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	220.2	205.7	206.3
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	83.3	101.9	242.4	230.7	227.8	227.9	228.3
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	289.8	287.5	285.9	285.3	285.4
Residential Building Materials.....			112.4	89.0	102.3	286.2	284.8	283.9	283.6	282.8
Canadian Farm Products Total.....			140.8	69.3	92.6	268.6	247.2	252.7	214.5	216.9
Field.....			137.2	69.3	83.7	200.4	216.9	240.0	173.0	170.6
Animal.....			144.4	69.2	101.5	336.9	277.5	265.4	236.0	263.2

¹ Gold is included from 1935 to date.
*Arithmetically converted from base 1926=100.
The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,748	36,127	0.04
June.....	16	31	4,809	6,452	57,346	0.07
Cumulative totals.....	85		19,447		210,438	0.04
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
June.....	28	42	44,704	59,706	717,845	0.87
Cumulative totals.....	121		88,620		1,329,153	0.27

*Preliminary figures.

‡Strikes untermiated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to June, 1953				
MINING— Silver and lead miners, Alice Arm, B.C.	1	100	2,400	Commenced May 15; for a new agree- ment providing for increased wages and union security following refer- ence to conciliation board; unter- minated.
MANUFACTURING— <i>Vegetable Foods—</i> Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	176	4,000	Commenced April 22; for new agree- ments providing for increased wages, reduced hours from 44 to 40 per week and other changes follow- ing reference to conciliation board; unterminated.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Preston, Ont.	1	⁽³⁾ 258	5,600	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following reference to conciliation board; unterminated.
<i>Textiles, Clothing, etc.—</i> Clothing and hosiery factory workers, Montreal, P.Q.	2	290	2,900	Commenced November 25, 1952; for a new agreement providing for in- creased wages and other changes following reference to arbitration board; terminated June 12; negoti- ations; compromise.
Knitting factory workers, Plessisville, P.Q.	1	72	1,700	Commenced May 19; for a new agree- ment incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; unterminated.
<i>Pulp, Paper and Paper Prod- ucts—</i> Building board factory workers, South Nelson, N.B.	1	40	1,000	Commenced May 2; for a union agree- ment providing for increased wages and reduced hours from 54 to 48 per week following reference to concilia- tion board; terminated June 30; negotiations; compromise.
<i>Metal Products—</i> Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of award of concilia- tion board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; unterminated.
Aluminum ware factory workers, Wallaceburg, Ont.	1	90	1,900	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; unterminated.
Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	48	1,000	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30-52 and other changes following reference to conciliation board; unterminated.
Skate factory workers, Kitchener, Ont.	1	54	1,000	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to June, 1953—concluded				
Non-Metallic Minerals, Chemicals, etc.— Monument cutters, Toronto, Ont.	9	65	1,400	Commenced May 22; for a new agree- ment providing for increased wages- pay for eight statutory holiday and health and welfare plan follow- ing reference to conciliation board; unterminated.
TRADE— Hardware warehouse workers, Vancouver, B.C.	1	160	160	Commenced May 25; for a new agree- ment providing for increased wages following reference to conciliation board; terminated June 2; negotia- tions; compromise.
SERVICE— Public Administration— Civic employees, Saanich, B.C.	1	180	2,520	Commenced May 28; for a new agree- ment providing for increased wages following reference to conciliation board; terminated June 19; concili- ation; compromise.
Business and Personal— Garage workers, Saint John, N.B.	1	4	100	Commenced February 9; for union recognition and implementation of award of conciliation board provid- ing for increased wages in union agreement; employment conditions no longer affected by the end of June; indefinite.
Garage workers, Winnipeg, Man.	1	65	400	Commenced May 22; for implementa- tion of award of conciliation board in union agreement under negotia- tions providing for increased wages and reduced hours; terminated June 8; return of workers and re- placement; in favour of employer.
Strikes and Lockouts Commencing During June, 1953				
FISHING AND TRAPPING— Salmon, fishermen, seiners, gillnetters, British Columbia.	.....	1,500	12,000	Commenced June 15; for increased prices for fish; terminated June 23; negotiations; compromise.
MANUFACTURING— Vegetable Foods, etc.— Flour, feed and seed mill workers, Vancouver, Victoria, Langley Prairie, Haney, Abbotsford, Mission, B.C.	6	130	260	Commenced June 26; for a new agree- ment providing for increased wages following reference to conciliation board; terminated June 30; negotia- tions; compromise
Textiles, Clothing, etc.— Sports clothes factory workers, Roxton Pond, P.Q.	1	15	300	Commenced June 4; for union recog- nition; untermiated.
Yarns and carpet factory workers, Guelph, Ont.	2	(4) 429	3,900	Commenced June 17; protesting re- duction in hours which would reduce take-home pay and alleged violation of seniority; untermiated.
Cotton spinners and weavers, Granby, P.Q.	1	(5) 84	168	Commenced June 23; for a union agreement; terminated June 24; negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1953—concluded				
Metal Products— Steel tank factory workers, Fort Erie, Ont.	1	240	3,000	Commenced June 10; for a new agree- ment with job evaluation plan; ter- minated June 26; return of workers pending settlement; indefinite.
Spring factory workers, Hamilton, Ont	1	240	1,200	Commenced June 24; for a new agree- ment providing for increased wages reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following reference to conciliation board, untermi- nated.
Motor vehicle factory workers, Toronto, Ont.	1	246	450	Commenced June 29; protesting dis- missal of a worker for refusal to work scheduled overtime; untermi- nated.
Metal furniture factory workers, Toronto, Ont.	1	110	1,375	Commenced June 1; for a new agree- ment providing for increased wages following reference to conciliation board; terminated June 17; negotia- tions; in favour of workers.
CONSTRUCTION— Buildings and Structures— Painters and decorators, Windsor, Ont.	.....	100	1,400	Commenced June 2; for a new agree- ment providing for increased wages following reference to conciliation board; terminated June 19; return of workers; in favour of employers.
Carpenters, Toronto, Ont.	6	150	75	Commenced June 9; protesting em- ployment of non-union workers on sub-contract; terminated June 9; negotiations; in favour of workers.
Truck drivers, Ioco, B.C.	1	(6) 6	9	Commenced June 12; for pay for travelling time from city limits to job site; terminated June 13; negotiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Truck drivers, ware- housemen and helpers, Windsor, Ont.	.....	600	600	Commenced June 19; protesting alleg- ed delay in filing report by concilia- tion board; terminated June 22; re- turn of workers; in favour of em- ployers.
Bus transport workers, Saskatchewan.	1	229	229	Commenced June 30; for a new agree- ment providing for increased wages and reduced hours with same take- home pay, with 5-day week for all following reference to conciliation board; untermi- nated.
TRADE— Wholesale produce ware- house workers, Vancouver, B.C.	1	140	1,700	Commenced June 15, for a union agree- ment providing for increased wages following reference to conciliation board; untermi- nated.
Mixed concrete truck drivers, Toronto, Ont.	4	590	3,800	Commenced June 23; for a new agree- ment providing for increased wages retroactive to Dec. 9-52 following reference to conciliation board; un- terminated.

⁽¹⁾Preliminary data based where possible on reports from parties concerned, in some cases incom-
plete; subject to revision for the annual review.

⁽²⁾In this table the date of commencement is that on which time loss first occurred and the date
of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾121 indirectly affected; ⁽⁴⁾56 indirectly affected; ⁽⁵⁾20 indirectly affected; ⁽⁶⁾500 indirectly
affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952).

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952.)

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951).

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951).

Annual Report of the Department of Labour

(for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

The Story of Five LMPCs.

Partners in Production No. 2.

Teamwork in Action.

A Stitch in Time.

Co-operation Works Here.

Meters, Motors and Men.

Joint Consultation in the E. B. Eddy Company.

Joint Consultation in Service Industries.

Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

2 Minutes of Employment Facts—

(semi-monthly) FREE.

Apprenticeship in Canada

PRICE: 15 cents.

Vocational Education in Canada—

PRICE: 15 cents.

Bulletins of Industrial Relations Series—

PRICE: 10 cents.

No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-18—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

PRICE: 10 cents.

Occupational Monographs—

FREE.

Bricklayers and Stone Masons.

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Machinist and Machine Operator (Metal).

Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the

Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page 1107 and in the listing opposite the map.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general, the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapsacal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Îles; Trois Rivières includes Trois Rivières and Louiseville; Ottawa-Hull includes Ottawa, Hull and Maniwaki; Toronto includes New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 111 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

(a) DBS labour force estimates based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. The estimates are subject to sampling error. In general, the smaller the estimate, the larger the relative sampling error. They do, however, show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

Are you looking for a way

- to stimulate job interest among your employees?
- to build up confidence and goodwill?
- to enlist your workers' co-operation for greater efficiency?

If so, you should investigate the value of a Labour-Management Production Committee (LMPC). It can do all of these things—and more. LMPCs have increased production and improved morale in scores of Canadian companies. Here, for example, is what V. Mollison, vice-president of T. G. Bright & Co., Limited, Niagara Falls, Ont., has to say about his committee.

“Our Labour-Management Production Committee has been operating very successfully for the past two years. Through the informal and frank discussions held at our meetings, greater employee interest is being created and more thought is being given by them towards obtaining higher quality, greater efficiency and better all round performance. Suggestions have been received that have aided in reducing costs and conserving materials.

“The benefit the employees receive in discussing freely and openly plant problems concerning working conditions, and production methods, has worked wonders in boosting employee morale.

“We believe that the good feeling and the spirit of mutual trust enjoyed at our meetings has been a very essential factor towards the success of our committee.

“To any industry contemplating the formation of a Labour-Management Production Committee we can highly recommend same as having definite advantages in stimulating job interest and building up confidence and good will between employer and employee.”

If you are interested in learning how to set up an LMPC in your plant, in co-operation with the trade union or certified bargaining agency representing your employees, communicate with the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.



DEPARTMENT OF LABOUR
Ottawa

IF you are prepared

- to take your workers into your confidence
- to inform them of production problems
- to welcome and discuss with them their ideas and suggestions

you will find that a Labour-Management Production Committee is an effective method of improving efficiency, promoting mutual understanding and developing teamwork.

An LMPC does not infringe on management's rights or privileges. It acts in an advisory capacity only. It serves as a two-way channel of information—on all plant matters other than collective bargaining—from you to the workers and from the workers to you.

A. Pirrie, plant manager, Gurney Dominion Furnaces Limited, Toronto, says this about the committee in his plant:

“After four years of experience with LMPC meetings in our Gurney Dominion plant, I know they can do much to build up morale and employee attitude. I find these meetings an excellent place to put across to the employees information they should know regarding the many problems that face manufacturers today.

“LMPC meetings give an employee an opportunity to express his feelings on many subjects that he would not tell us about otherwise and also make him feel that he is part of this organization and not just another clock number.

“By having a definite system on suggestions made at LMPC meetings, we have speeded up action on many problems that might otherwise be left in abeyance. These suggestions deal with safety, fire protection, better production methods, general shop conditions, short cuts in processing, etc.

“In my opinion, the greatest asset of an LMPC is the excellent labour relations that these meetings create, the fact that labour and management can sit and talk about the many problems that we face today.”

For information on how to set up an LMPC, in co-operation with the trade union or certified bargaining agency representing your employees, communicate with the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.



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